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AGI-6839

COMMISSION ON THE STATUS OF WOMEN

AGENDAS AND MINUTES

1995 – 1997

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City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Special Meeting of the Commission
3721 Market Street
San Francisco, CA
(Residence of President Patricia Chang)

Saturday, January 7, 1995
9AM - 4 PM

AGENDA

* PLEASE NOTE: PUBLIC COMMENT WILL BE HEARD AFTER EACH AGENDA ITEM.

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. NEW BUSINESS

- 1995-96 Organizational Plan

IV. PUBLIC COMMENT

V. ANNOUNCEMENTS

VI. ADJOURNMENT

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COMMISSION ON THE STATUS OF WOMEN

January 7, 1995

The Minutes of this meeting are missing.

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Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

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REGULAR MEETING
COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, January 26, 1995, 4:30 P.M.
25 Van Ness Avenue, Suite 70, Lower Level Conference Room
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Patricia Chang
Vice President Terri Hanagan
Commissioner Barbara Dunlap
Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Rosa Rivera
Commissioner Gwendolyn Tillman

*** Under the rules of the Public Records Act, public meetings will be taped and may be videotaped. Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES

   December 22, 1994 Regular Meeting

4. PRESIDENT'S REPORT

5. STAFF REPORT

6. **OLD BUSINESS**

- Sexual Harassment Report and Press Conference
- Retreat changed to February 25, 1995
- Employment Specialist Position Update
- Women's Summit Update

7. **NEW BUSINESS**

- 1995-96 Budget

ACTION: To approve 1995-96 proposed budget.

- Domestic Violence Experts Panel 1995-96 Funding Recommendation

ACTION: To consider approval of Funding Recommendation.

- Commendation to Louette Colombano

ACTION: To approve working with the Board of Supervisors to commend Louette Colombano for her work on Prop. E.

8. **COMMITTEE REPORTS**

A. Domestic Violence Committee

- Update.

B. Women and Employment Committee

- Update.

9. **LIAISON REPORTS**

Friends Committee
Girl's After School Academy
Women's Health

10. **PUBLIC COMMENT**
11. **ANNOUNCEMENTS**
12. **ADJOURNMENT**

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

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MINUTES
January 26, 1995

The Regular Meeting of the Commission on the Status of Women (COSW) was held on January 26, 1995 at 25 Van Ness, Suite 70, San Francisco, California.

1. CALL TO ORDER/ROLL CALL

Noting a quorum of the commission was present, President Chang called the meeting to order at 4:34 P.M.

MEMBERS PRESENT	STAFF	MEMBERS EXCUSED
President Chang	Sonia Melara	Commissioner Dunlap
Vice President Hanagan	Rosario Navarrette	
Commissioner Gissler	Leatrice Miyashiro	
Commissioner Ito	Hillary Flynn (intern)	
Commissioner Rivera		

2. ADOPTION OF AGENDA

m/s/c (Ito/Gissler) to adopt the agenda.

3. ADOPTION OF MINUTES

m/s/c (Hanagan/Rivera) to adopt the minutes of December 22, 1994 with the following change: Under NEW BUSINESS, Women's Summit report, change first sentence to read: Sonia Melara stated that the idea of holding a women's summit had come up in the past. President Chang and herself have discussed planning such an event for COSW. Individuals and organizations such as the National Women's Political Caucus (NWPC) representing various interests are being invited.

4. PRESIDENT'S REPORT

President Chang announced that Commissioner Tillman has resigned from the commission. In her letter of resignation, Commissioner Tillman stated her belief in the value of COSW and commended staff and interns for their dedicated work. She also encouraged the next appointed commissioner to support and strengthen COSW's relationship with the African American community and girl's services communities in San Francisco.

On December 20, 1994, Mayor's budget meeting was held in collaboration with other presidents and vice-presidents of city commissions. The Mayor stated that his main priorities were public safety, government efficiency and a clean and safe Muni. He is creating a blue ribbon task force to convene from January through March with representatives from labor, business, government and academia to concentrate on issues of efficiency, revenue and economic development. The Mayor is also looking at a 1999 World Exposition on Treasure Island.

He stated that the 1995 budget is unclear and there may be a 12 million shortfall.

President Chang also congratulated Sonia Melara on recent interviews to hire a 2998 Representative.

5. STAFF REPORT

Executive Director, Sonia Melara reported that selection of new staff person, 2998 Representative, had been completed. Unfortunately, the list generated for this civil service position has to be posted for a certain amount of time before actual hiring of the representative can take place.

The Sexual Harassment Report was presented to the Mayor at a meeting. The event was well publicized by radio and newspapers. The report was distributed to the Board of Supervisors and all city department heads and will be sent to women's organizations in the city. The Sexual Harassment Task Force is to be formed in 60 days and Ms. Melara asked for member recommendations. Commissioner Ito stated that the meeting with the Mayor was very timely and it was made clear to the Mayor that the commission needed more resources to implement the report's recommendations.

Rosario Navarrette stated that the Family Violence Council is in the process of becoming an entity in the city not only coordinating domestic violence services in community agencies but also in city departments. They have developed their mission statement and are working on an ordinance. Supervisor Kaufman has expressed interest in working with the Council on domestic violence issues, and has taken the lead in the creation of the ordinance.

Vice President Hanagan stated that Supervisor Shelley has expressed interest in supporting issues of domestic violence. Sonia Melara stated that he contacted her and they are trying to set up a meeting. She will also be meeting with Supervisor Teng about COSW issues.

Rosario Navarrette stated that she had submitted in a letter to the Board of Supervisors Budget Committee explaining how cutbacks in the budget of the District Attorney's office could affect domestic violence services in the city.

6. OLD BUSINESS

Sexual Harassment Report and Press Conference

(See above paragraph in Staff Report on Sexual Harassment Report.)

Retreat on February 25, 1995

Sonia Melara stated that the agenda for the annual COSW retreat will be forthcoming. President Chang stated that her home, where the meeting is being held, is wheelchair accessible.

Employment Specialist Position Update

Sonia Melara stated that the 2998 Employment Monitor Representative will be on board to attend the COSW retreat, Women and Employment Committee meeting and COSW Regular commission meeting in February. After the selected candidate accepts the job offer, Ms. Melara will send a note to commissioners with an introduction.

Women's Summit Update

The first meeting of the Women's Summit planning committee was held on January 25, 1995. Included in the group is a person from Alumnae Resources, San Francisco National Organization for Women (SFNOW) together with President Chang and Sonia Melara. The primary focus of selecting members for the committee is to select people for issues to be covered rather than the organization they represent. The group will be expanding to approximately 12-15 members with representatives from the following communities: Banking, Corporate Sector to look at Credit and Glass Ceiling issues, Education, Girl's concerns and Health Care. The event will take place in October.

7. NEW BUSINESS

1995-96 Budget

Sonia Melara stated three areas that needs approval from the commission:

1. Domestic Violence Consortium increase of $247,000 for existing and new programs.
2. Sexual Harassment implementation of additional staff and clerical support.
3. In the past, there was a concept of "Use it or lose it" for city budgets. The Mayor stated that if departments saved money, they could get it back. COSW's budget does not include salary savings so this amount is saved. In concept, COSW could reapply for this money to cover salary savings.

Commissioner Ito asked Ms. Melara if the earlier "dream" budget originated last year had been considered in making this year's budget. Ms. Melara stated that Yes, in her presentation to the Mayor and Board of Supervisors, she will remind them of the earlier budget submitted and how the commission has settled for a lot less.

m/s/c (Chang/Gissler) move that the commission accept Mayor's budget with modifications of additional funds requested for Domestic Violence of $247,000, additional staff for Sexual Harassment of $65,000 and $37,500 for support clerical staff together with additional savings applied to salary savings this year.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Gissler, Hanagan, Ito and Rivera.

Domestic Violence Experts Panel 95-96 Funding Recommendation

Rosario Navarrette opened the discussion on the Domestic Violence Experts panel 95-96 Funding Recommendations. She explained why an amended report was submitted for Donaldina Cameron House which was because the Experts Panel had to hold two meetings to clarify some questions.

Elaine Shepp from the Domestic Violence Experts Panel presented its recommendations to COSW as follows:

1. Funding would be the same as last year, based on the budget information from the Mayor's Office.
2. Supplemental funds be distributed as modified. (See attached recommendation.)
3. COSW develop a Strategic Plan to establish priorities for funding in the future. Ms. Shepp thanked Rosario Navarrette and Hillary Flynn for their work on this process.

Rosario Navarrette also introduced Paula Gould who served as a member of the Experts Panel.

Ms. Navarrette added the following information:

- Clarification regarding new programs: the staff agrees with Experts Panel recommendation to serve underserved populations but keep funding as an open competitive bid process. If domestic violence agencies including the San Francisco Domestic Violence Consortium have new programs, they are welcome to apply.

- Looked at reporting process and decided to reduce amount of reports to be submitted to COSW. Report will be in sync with the Office of Criminal Justice Planning, reporting schedule.

- The San Francisco Domestic Violence Consortium will be invited as well as other community agencies to participate in the development of the Strategic Plan.

Becky Masaki, chair of the Domestic Violence Consortium and Experts Panel thanked COSW for their support and asked that of the supplemental funding, 75% would go to existing services and 25% would go to new programs. The Consortium supports the Experts Panel recommendations.

President Chang thanked the Consortium for their work.

Angela Padilla serves on panel to an advisory Community United Against Violence (CUAV) representing battered lesbians. She stated that CUAV supports funding of new programs and gave her personal account of her experience as a battered latina lesbian and how difficult it was to find services for herself. She urged the commission to provide funding for services for battered lesbians.

Lester Olmsted Rose of CUAV thanked Consortium and the Experts Panel. He recommended that the commission include monies for new programs and informed the commission of how little money ($17,000) goes to lesbian domestic violence services in San Francisco. Commissioner Ito asked Mr. Rose if he had looked for additional funding elsewhere. Mr. Rose stated that he had not yet done so but it was their intention to start looking at other possibilities.

Motion (Ito/Rivera) move to adopt the budget for domestic violence funding and the Experts Panel recommendation approve for funding existing services.

Friendly Amendment to the Motion (Chang/Rivera) to add the approval of the Strategic Plan.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Gissler, Hanagan, Ito, Rivera

Commendation to Louette Colombano

Sonia Melara stated that she has spoken to Supervisor Leal's office about giving a commendation to former commissioner Louette Colombano and their office is ready to proceed. Unfortunately, Ms. Colombano has not been available.

m/s/c (Chang/Rivera) move to continue working with Supervisor Leal to create a commendation for Louette Colombano for her work on Proposition E.

8. COMMITTEE REPORTS

Domestic Violence Committee

Commissioner Rivera gave the committee report. The committee is looking at the 93-94 Work Plan and deciding whether they will continue or expand their goals. They won't commit anything until after the COSW Retreat.

Rosario Navarrette added that they are also looking for new members. There are two vacancies at the present time in a committee of eight members.

Further discussion would be held about having a member serve on both the Domestic Violence Committee and the Friends Committee at the retreat.

Rosario Navarrette stated that the Statewide Advisory Council on Battered Women will meet for the first time on February 8, 1995 in Sacramento.

Women and Employment Committee

Vice President Hanagan gave the following report:

- On January 9, 1995, the committee held a meeting where the committee was informed of two new commissioners with COSW, staff changes and thanked them for their work on Working Women Count Survey.

- Two committee members are working on the Spanish novela with a goal to complete it by June. Funds are available for printing.

- For the Role Models at Schools project, brochures have been made and distributed at schools. Meri Issel will be contacted to do further work on this project and the new staff person will also assist.

- The Women Who Make A Difference Awards will be expanded to include women from throughout the corporate community as well as city government. President Chang suggested that expansion also include the non-profit sector. They are looking at relocation sites
for the ceremony since City Hall will be closed for renovations and also considering making it a fundraiser.

9. LIAISON REPORTS

Friends Committee

Sonia Melara stated that she attends the Friends Committee meetings with great interest. Pat Fisher has been elected the new President. They are presently working on the fundraiser to be held on February 28, 1995 at the Sol Y Luna Restaurant downtown from 5:30 to 7:30 P.M. Members of the Board of Supervisors and City Attorney Louise Renne are honored guests. The Mayor has been invited as well. Charge is $10.00. Friends membership is $25. One thousand invitations are being sent out.

Girl's After School Academy

No Report.

Women's Health

No Report.

10. PUBLIC COMMENT

None.

11. ANNOUNCEMENTS

1. Commissioner Ito stated that Margel Kaufman's appointment on the Health Commission has been extended. Also, Sharon Gadbury has been appointed to the Health Commission.

2. President Chang announced the CEWAER Breakfast to be held the following day at 7:30 A.M. COSW is a sponsor.

12. ADJOURNMENT

Being that there was no further business, President Chang adjourned the meeting at 6:07 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

REGULAR MEETING
COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, February 23, 1995, 4:30 P.M.
25 Van Ness Avenue, Suite 70, Lower Level Conference Room
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Patricia Chang
Vice President Terri Hanagan
Commissioner Barbara Dunlap
Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Rosa Rivera

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1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES

   January 26, 1995 Regular Meeting

4. PRESIDENT'S REPORT

5. STAFF REPORT

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6. OLD BUSINESS

- Retreat
- Women's Summit
- Budget

7. NEW BUSINESS

- COSW position on Affirmative Action proposed bills (i.e. AC47)

ACTION: To consider taking a position on Affirmative Action issues.

- Sexual Assault Task Force

ACTION: To consider support by COSW to work with task force to develop coordinated services for victims of sexual assault.

8. COMMITTEE REPORTS

A. Domestic Violence Committee

- Update.

B. Women and Employment Committee

- Update

ACTION: To consider dissolving the committee.

9. LIAISON REPORTS

Friends Committee
Women's Health

10. PUBLIC COMMENT

11. ANNOUNCEMENTS

12. ADJOURNMENT

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

MINUTES
February 23, 1995

The Regular Meeting of the Commission on the Status of Women (COSW) was held on February 23, 1995 at 25 Van Ness Avenue, Suite 70, San Francisco, California.

1. CALL TO ORDER/ROLL CALL

Noting a quorum of the commission was present, President Chang called the meeting to order at 4:35 P.M.

MEMBERS PRESENT	STAFF
President Chang	Sonia Melara
Vice President Hanagan	Ann Lehman
Commissioner Dunlap	Leatrice Miyashiro
Commissioner Gissler	
Commissioner Ito	
Commissioner Rivera	

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2. ADOPTION OF AGENDA

m/s/c (Hanagan/Rivera) move to adopt the agenda.

3. ADOPTION OF MINUTES

m/s/c (Ito/Hanagan) move to adopt the minutes as written.

4. PRESIDENT'S REPORT

President Chang reported that the Welfare Reform Act has passed the subcommittee and going to Congress. She informed that, in its present form, the changes do not seem to be good news for women and girls.

5. STAFF REPORT

Sonia Melara, Executive Director, announced that Ann Lehman joined the staff as of February 1, 1995. Ms. Lehman's first project was to develop a list of 19 names to submit to the Mayor for the Sexual Harassment Task Force. The list includes Rita Weeks of the Baker, McKenzie case and an equal number of names from the private sector and city government.

Ms. Melara indicated that Rosario Navarrette was not present because she was attending the statewide Advisory Council. She is also working with Senator Marks' office on domestic violence hearings to be held on March 24, 1995. Hillary Flynn, Rosario's intern is gathering statistics on shelter capacity and program needs that will be used on the development of COSW's domestic violence strategic plan.

COSW's budget was submitted to the Mayor on February 1, 1995.

Ms. Melara reported on her Washington, D.C. trip where she met with lobbyists and also people who worked with grants. She had the opportunity to learn more specifically how the Crime Bill will affect domestic violence funds. COSW is working closely with the Police Department who will be receiving funds from the Crime Bill. She also met with Supervisor Teng's staff who expressed interest in working with COSW. She will be meeting with Supervisor Shelley in the near future.

President Chang congratulated Ann Lehman on getting together a list of suggested Sexual Harassment Task Force participants and requested that the list of names be given to commissioners. Ms. Lehman stated that presently there is no commissioner on the task force but perhaps a recommendation should be made to add commissioners.

6. OLD BUSINESS

Retreat

Sonia Melara stated that the COSW Retreat will be held on Saturday, February 25, 1995 from 9 AM to 4 PM at President Chang's home. Ms. Melara asked commissioners to read the policies and procedures for commissioners and the bylaws in their packets for discussion at the retreat.

Women's Summit

Sonia Melara stated that the second meeting had been held for the Women's Summit. The event will be held in October on a Saturday, possibly at a Pacific Bell building. Ms. Melara gave a brief explanation of the Women's Summit for the benefit of the audience. Present members include: Anna Shimko, Catalina Valencia, Trisha Stapleton, Etienne LeGrand, Cecilia Phillips, Linda de Mello, Eunice Azzani, President Chang and Sonia Melara. Commissioner Hanagan suggested that, if needed, she could recruit a member from the banking community.

Budget

See Staff Report.

7. NEW BUSINESS

Sonia Melara asked the commission for a position on affirmative action and proposed bills such as ACA2, which is a constitutional amendment proposal to do away with all affirmative action programs.

Commissioner Ito stated that the commission should be in favor of keeping affirmative action and provide leadership in its present fight.

A member of the audience gave the name of a resource book on affirmative action called "Faded Dreams".

Motion (Ito/Rivera) to take a position on supporting affirmative action in general and to take positions on laws and amendments as they are introduced for specific approval.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Dunlap, Gissler, Hanagan, Ito and Rivera.

Sexual Assault Task Force

Rebecca Rolfe of the San Francisco Women Against Rape and Women Against Sexual Assault distributed information on what they do and their mission statement. They are presently organizing to develop better communication between agencies. They are asking the commission for general support in developing a task force. While not sure as to the type of support that is available, they hope that it would include a hearing sponsored by the Board of Supervisors.

Discussion was held on the feasibility of staff support and resources. A suggestion was made to discuss it further at the upcoming COSW retreat.

Motion was made by Commissioner Ito to refer this matter to a future meeting. Commissioner Dunlap seconded the motion.

After further discussion, Commissioner Ito withdraws her motion.

Motion (Ito/Rivera) to support the Sexual Assault Task Force and review resources to assess assistance available through COSW.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Dunlap, Gissler, Hanagan, Ito and Rivera.

8. COMMITTEE REPORTS

A. Domestic Violence Committee

Update

Ken Thiesen of the Domestic Violence Committee gave the committee report since Rosario Navarrette was not present. Topics discussed at the meeting were:

- Sexual Assault Task Force
- Senator Milton Marks Panel which would be held the next day from 8:30 - 10:30. Judges would be invited and people would testify and share their experiences within the system.
- Development of the San Francisco Family Violence Council which is based on the Santa Clara Council and originally from the model of the Charan Investigation. The purpose of the council is to have a coordinated body on domestic violence issues and services.
- The October domestic violence awards event is being planned. Nomination forms are being developed. A location for the event has yet to be found.

B. Women and Employment Committee

Update

Vice President Hanagan reported that the committee did not have a quorum therefore the committee meeting was not held. There have been three resignations on the committee recently and it is difficult to get a quorum. She recommended dissolving the current committee and consider appointing a new committee and members. A needs assessment survey was done by the committee to determine priorities of the committee for the retreat.

m/s/c (Hanagan/Rivera) move to dissolve the current Women and Employment Committee and reinstate the committee at a later date.

9. LIAISON REPORTS

Friends Committee

Sonia Melara gave a report on the Women's Event to be held on February 28, 1995 by the Friends Committee. The event will attract about 75 people. The program is very simple with Lyn Jimenez as emcee, Patricia Fisher, President of Friends and President Chang and Sonia Melara giving remarks.

President Chang suggested that all commissioners should be members of the Friends

Committee. She also thanked Sonia Melara for her work with the Friends.

Women's Health

Sonia Melara stated that Catherine Dower of the Women's Health Advisory Committee had submitted a report to the commission and it was in the commissioner's packets.

Commissioner Ito commented that Sandi Mori, executive secretary to the Health Commission, stated that substance abuse money will be received by the Health Department. Sonia Melara stated that Rosario Navarrette was working with them.

10. PUBLIC COMMENT

Ken Thiesen of San Francisco Neighborhood Legal Assistance Foundation reported that legal services funds are being cut and would greatly affect their organization. In effect, this would affect services for domestic violence victims.

11. ANNOUNCEMENTS

Sonia Melara stated that, so far, statistics being developed by intern Hillary Flynn include the fact that up to 89% of women and children are turned away at shelters in San Francisco. She has met with the Department of Social Services to discuss potential joint efforts targeting homeless shelter funds and progress for transitional shelters.

12. ADJOURNMENT

Being that there was no further business, President Chang adjourned the meeting at 5:55 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Special Meeting of the Commission
3721 Market Street
San Francisco, CA
(Residence of President Patricia Chang)

Saturday, February 25, 1995
9 AM to 4 PM

AGENDA

* PLEASE NOTE: PUBLIC COMMENT WILL BE HEARD AFTER EACH AGENDA ITEM.

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. NEW BUSINESS

- 1995-96 Organizational Plan

IV. PUBLIC COMMENT

V. ANNOUNCEMENTS

VI. ADJOURNMENT

Location is wheelchair accessible. Accessible seating is available for persons with disabilities. American Sign Language interpreters and FM amplification system provided upon request with 72-hour advance notice. Street parking is available on Market Street. Accessible BART Station is Castro Street Station. Accessible MUNI Metro are all bus lines that pass through Castro Station. Meeting proceedings available in alternative formats. Individuals with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities should call our accessibility hotline at (415) 554-8925. In order to assist the City's efforts to accommodate such people, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products.

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Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

MINUTES
February 25, 1995

The Special Meeting of the Commission on the Status of Women (COSW) was held on February 25, 1995 at 3721 Market Street, San Francisco, California.

1. CALL TO ORDER/ROLL CALL

Noting a quorum of the commission was present, President Chang called the meeting to order at 9:30 A.M. Introductions were made.

MEMBERS PRESENT	STAFF PRESENT	MEMBER EXCUSED
President Chang	Sonia Melara	Commissioner Dunlap
Vice President Hanagan	Rosario Navarrette	
Commissioner Gissler	Leatrice Miyashiro	
Commissioner Ito	Hillary Flynn (intern)	
Commissioner Rivera		

2. ADOPTION OF AGENDA

m/s/c (Chang) move to adopt the agenda.

3. NEW BUSINESS

1995-96 Organizational Plan Development

Commissioners and staff discussed vision for the organization, successes and challenges from the past and future, and how to incorporate all into a one to three year plan. Assignments were given to three groups to develop individual plans to be combined into a total commission plan. The total commission plan will be presented at the next commission meeting.

IV. PUBLIC COMMENT

None.

V. ANNOUNCEMENTS

None.

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VI. ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 3:30 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

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REGULAR MEETING
COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, March 23, 1995, 4:30 P.M.
25 Van Ness Avenue, Suite 70, Lower Level Conference Room
San Francisco, California 94102

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AGENDA

Roster:

President Patricia Chang
Vice President Terri Hanagan
Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Rosa Rivera

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1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES

   February 23, 1995 Regular Meeting
   February 25, 1995 Special Meeting

4. PRESIDENT'S REPORT

5. STAFF REPORT

6. OLD BUSINESS

- Retreat

  - Organizational Plan

ACTION: To adopt the 1995-96 Organizational Plan

  - Bylaws

ACTION: To approve revision for a vote at April 27, 1995 Meeting.

7. NEW BUSINESS

- Position on ACA2 - Affirmative Action bill

ACTION: To endorse ACA2.

8. COMMITTEE REPORTS

No report.

9. LIAISON REPORTS

Friends Committee
Women's Health Advisory Committee

10. PUBLIC COMMENT

11. ANNOUNCEMENTS

12. ADJOURNMENT

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

REGULAR MEETING
COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, March 23, 1995, 4:30 P.M.
25 Van Ness Avenue, Suite 70, Lower Level Conference Room
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

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REVISED AGENDA

Roster:
President Patricia Chang
Vice President Terri Hanagan
Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Rosa Rivera

*** Under the rules of the Public Records Act, public meetings will be taped and may be videotaped. Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES

   February 23, 1995 Regular Meeting
   February 25, 1995 Special Meeting

4. PRESIDENT'S REPORT

5. STAFF REPORT

6. OLD BUSINESS

- Retreat

  - Organizational Plan

ACTION: To adopt the 1995-96 Organizational Plan

  - Bylaws

ACTION: To approve revision for a vote at April 27, 1995 Meeting.

7. NEW BUSINESS

- Position on ACA2 - Affirmative Action bill

ACTION: To oppose ACA2.

8. COMMITTEE REPORTS

No report.

9. LIAISON REPORTS

Friends Committee
Women's Health Advisory Committee

10. PUBLIC COMMENT

11. ANNOUNCEMENTS

12. ADJOURNMENT

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

REGULAR MEETING
COMMISSION ON THE STATUS OF WOMEN
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REVISED AGENDA # 2

Roster:

President Patricia Chang — *Vice President Terri Hanagan*
Commissioner Cynthia Gissler — *Commissioner Caryl Ito*
Commissioner Rosa Rivera

*** Under the rules of the Public Records Act, public meetings will be taped and may be videotaped. Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES

   February 23, 1995 Regular Meeting
   February 25, 1995 Special Meeting

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4. PRESIDENT'S REPORT
5. STAFF REPORT

6. OLD BUSINESS

- Retreat

  - Organizational Plan

  ACTION: To adopt the 1995-96 Organizational Plan

  - Bylaws

  ACTION: To approve revision for a vote at April 27, 1995 Meeting.

7. NEW BUSINESS

- Position on ACA2 - Affirmative Action bill

ACTION: To oppose ACA2.

- Position on "*Take Our Daughters to Work Day*", April 27, 1995

ACTION: To support "*Take Our Daughters to Work Day*", April 27, 1995 and direct staff to write to the Mayor requesting department heads to recognize this day in their prospective departments.

8. COMMITTEE REPORTS

No report.

9. LIAISON REPORTS

Friends Committee
Women's Health Advisory Committee

10. PUBLIC COMMENT

11. ANNOUNCEMENTS

12. ADJOURNMENT

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

MINUTES
March 23, 1995

The Regular Meeting of the Commission on the Status of Women (COSW) was held on March 23, 1995 at 25 Van Ness Avenue, Suite 70, San Francisco, California.

1. CALL TO ORDER/ROLL CALL

Noting a quorum of the commission was present, President Chang called the meeting to order at 4:40 P.M.

MEMBERS PRESENT	STAFF PRESENT
President Chang	Sonia Melara
Vice President Hanagan	Rosario Navarrette
Commissioner Gissler	Ann Lehman
Commissioner Ito	Hillary Flynn (intern)
Commissioner Rivera	Barcley Kauer (intern)

2. ADOPTION OF AGENDA

m/s/c (Hanagan/Rivera) move to adopt the agenda.

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3. ADOPTION OF MINUTES

February 23, 1995 Regular Meeting

m/s/c (Hanagan/Gissler) move to adopt the minutes as written.

February 25, 1995 Special Meeting

m/s/c (Ito/Rivera) move to adopt the minutes as written.

4. PRESIDENT'S REPORT

President Chang reported that Sonia Melara and she had met with Terry Sellards of the Mayor's office regarding the two vacancies on the commission and the appointments for the Sexual Harassment Task Force. He agreed to pursue interviews from resumes and recommendations received. A suggestion was made from the audience to have a senior citizen serve on the commission. President Chang stated that one woman who was recommended was under the age of 30.

5. STAFF REPORT

Sonia Melara, Executive Director:

After President Chang and Ms. Melara's first meeting with Terry Sellards, Ms. Melara met with Jim Wunderman of the Mayor's office who informed her that money will not be available for the sexual harassment staff positions in the budget but funding possibilities will be pursued through the private sector. The contact in the Mayor's office who will be in charge of fundraising will be Linda Mjellem.

Ms. Melara will be going to the Mayor with the budget on April 18, 1995. She has been informed that the general fund allocation will remain the same as in the fiscal year 94/95.

COSW is seeking Supervisor Kaufman's participation to develop a press conference to bring awareness to present attacks on women; for example: Welfare Reform, Affirmative Action, etc. Ms. Melara also met with the Mayor and Human Resources Department and discussed taking a position on affirmative action.

Rosario Navarrette, Administrator of Domestic Violence Programs:

The Family Violence Council's Advisory Committee will be meeting on May 18, 1995 from 3 to 5 P.M. at 633 Folsom Street in the Jury Room.

Space for the Substance Abuse Forum may have been found. The Department of Public Health has consented to let the commission use one of their facilities.

Ms. Navarrette is working on developing a structure within the Police Department to create a domestic violence unit in which teams of investigators will review advisory calls.

The Statewide Advisory Council for the Battered Women's Protection Act completed recommendations to the State Department of Public Health and have distributed a lengthy Request for Application.

The Commadres Conference (Latina group) will be held on April 29-30 at St. Mary's Cathedral or the Exploratorium. Issues to be addressed include health, violence against women and immigration. The primary purpose of this conference is to develop strategies of action to improve the lives of latinas.

Intern Barcley Kauer was introduced to the commission. Ms. Kauer is in the sociology program at San Francisco State University and is assisting Ms. Navarrette with quarterly reports and other materials needed in '95-'96.

Hillary Flynn (intern) for Domestic Violence Programs:

Ms. Flynn presented recent research and findings on the increased demand by battered women and their children for domestic violence services or shelters in the City and County of San

Francisco as derived from quarterly statistical reports collected by COSW from the city-funded agencies. The presentation included overhead transparencies which displayed charts, indicating the increase in crisis and referral calls as well as the increased number of women and children turned away from shelter due to lack of shelter space. Finally, the presentation included city funding patterns for domestic violence services from 1990 to the present. The commissioners questions were answered by both Ms. Flynn and Ms. Navarrette.

Ms. Flynn's last day at the commission will be April 21, 1995

Ann Lehman, Employment Specialist:

Ms. Lehman is working on two coalitions which include:

1. Affirmative Action: Working on media outreach and statistics on affirmative action. They are finding out that people are not aware that it is women who have benefitted the most from affirmative action programs. She sent a letter to two of San Francisco's Assemblymen and the Assembly Judiciary Committee on the commission's position on affirmative action.

2. Welfare Reform: the Coalition is requesting that Senator Boxer can sponsor a public hearing. Supervisor Shelley introduced a resolution to the Rules Committee stating that we should all contact our representatives stating how the distribution of cuts will affect San Franciscan's lives. Since there is a question where Senator Feinstein stands on this issue, the coalition is asking the commissioners for names of people who have access to Senator Feinstein.

Other news include the library grant which is providing the COSW office with two computers and a printer together with E-mail and training and an online service for public access.

6. OLD BUSINESS

Retreat

Strategic Plan/Changes

Ann Lehman stated Mission Statement changes in the Strategic Plan and committee goals were discussed.

Commissioner Gissler pointed out some additional changes to the Strategic Plan.

m/s/c (Gissler/Ito) move to adopt the Strategic Plan of 1995 as amended.

ByLaws

Sonia Melara went over the additional changes recommended by the City Attorney's office. These changes were added to those made by commissioners at the retreat on February 25,

1995.

m/s/c (Hanagan/Rivera) to approve the changes of the ByLaws and take a vote on April 27, 1995.

7. NEW BUSINESS

Position on ACA2- Affirmative Action bill.

Analysis of ACA2 was done by Ann Lehman. Her interpretation is that the commission could be affected because of the work we do with programs such as Minority Business Enterprise/Women Business Enterprise (MBE/WBE) and many Affirmative Action programs.

Motion (Ito/Rivera) to oppose ACA2.
ROLL CALL VOTE WAS TAKEN: Ayes: Hanagan, Gissler, Ito, Rivera and Chang.

Position on 'Take Our Daughters To Work Day"

m/s/c (Hanagan/Gissler) to support 'Take Our Daughters to Work" Day, April 27, 1995 and direct staff to write to the Mayor requesting department heads to recognize this day in their prospective departments.

8. COMMITTEE REPORTS

No reports.

9. LIAISON REPORTS

Women's Health Advisory Committee

Catherine Dower of the Women's Health Advisory Committee is looking for women to implement the model of women's health care. They are working on focus groups to find out health care providers reactions to the health care model. Sonia Melara informed Ms. Dower that this liaison committee would become a part of the Policy Issues and Action Committee. Sandra Hernandez, Director of Public Health Department has recommended someone for appointment to the committee. President Chang thanked Ms. Dower for giving her report to the commission.

Friends Committee

Sonia Melara reported that the Friends are having a reception at her house to recruit new members to the board on April 11, 1995 at 5:30 P.M.

10. PUBLIC COMMENT

None.

11. ANNOUNCEMENTS

Commissioner Ito announced that PAAWBAC was having their scholarship fundraiser that evening at Nordstroms. Also on May 10, 1995, there will be a Sacramento rally on Women vs. Gun Violence. Purpose is to increase awareness on curbing gun ownership.

Hillary Flynn announced that on April 1, 1995, the San Francisco Area Pro Choice Coalition (SFAPCC) will be having a rally at the UN Plaza.

President Chang announced the La Casa de Las Madres fundraiser, Thursday, March 30, 1995.

Ann Lehman added that the Employment and Economics Committee member applications was handed out with a job description.

12. ADJOURNMENT

Being that there was no further business, President Chang adjourned the meeting at 6:15 P.M.

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City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

4/27/95

REGULAR MEETING
COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, April 27, 1995, 4:30 P.M.
25 Van Ness Avenue, Suite 70, Lower Level Conference Room
San Francisco, California 94102

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American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Patricia Chang
Vice President Terri Hanagan
Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Rosa Rivera

*** Under the rules of the Public Records Act, public meetings will be taped and may be videotaped. Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES
   March 23, 1995 Regular Meeting
4. PRESIDENT'S REPORT
5. STAFF REPORT
6. OLD BUSINESS

   - ByLaws
     ACTION: To approve revised ByLaws.

7. NEW BUSINESS

   - Provide staff with more flexibility when taking positions, sponsoring and/or participating in activities that directly (adversely/favorably) affect women.

   ACTION: To approve procedure to allow staff to take positions on issues, legislations and activities related to the mission of COSW. Providing that commissioners have at least 24 hours to review issue.

- United Nations 50 Celebration

ACTION: To approve COSW's participation as a co-sponsor organization without any financial obligation, along with the Women's Intercultural Network in the United Nations 50 Celebration women's programs.

- Sharon Johnson's Leave

ACTION: To approve a year's extension on Sharon Johnson's leave of absence.

- Charter Amendments

ACTION: Take a position on charter amendments concerning commission's role and relationship to Mayor and staff.

- Legislation: to support AB1125, SB982 and SB591.

ACTION: To approve staff recommendations on the following bills:AB1125, SB982 and SB591.

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE

- Updates on Goals and Objectives: Board of Supervisors Domestic Violence hearings, Family Court Services, Domestic Violence Awareness Month
- Recommendation to support legislative bills legilative bils - SB115 (Marks) and SB169 (Hayden)
- Recommendation to oppose SB 144 (Calderon)

ACTION: To approve staff and committee recommendations on the following bills: SB115, SB169 and SB144.

B. EMPLOYMENT AND ECONOMICS COMMITTEE

- Oppose the Personal Responsibility Act (PRA) (Welfare Reform) as passed by the U.S. House of Representatives. To urge our two California Senators to oppose the PRA unless it includes education and job training, childcare and health benefits for poor women as an avenue out of poverty.

ACTION: To oppose the Personal Responsibility Act (PRA) (Welfare Reform).

- Recommendation to appoint Ginette Geer to the Employment and Economics Committee.

ACTION: To approve Ginette Geer as a new committee member to the Employment and Economics Committee.

C. POLICY ISSUES AND ACTION COMMITTEE

- To approve the names of Carol Leigh and Belva Gonzales as members of the committee.

ACTION: To approve Carol Leigh and Belva Gonzales as members of the Policy Issues and Action Committee.

- To oppose AB196, SB250, SB384, SB504 and SB1166 and support AB755.

ACTION: To approve staff and committee recommendations on the following bills: AB196, SB250, SB384, SB504 and SB1166 and AB755.

9. LIAISON REPORTS

Friends Committee
Women's Health Advisory Committee

10. PUBLIC COMMENT
11. ANNOUNCEMENTS
12. ADJOURNMENT

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

April 27, 1995
"Take Our Daughters To Work Day"

Mayor Frank Jordan has declared April 27, 1995 "Take Our Daughters to Work Day." This day is designed to focus attention on the neglected needs of girls. In recent national studies young girls have been shown to have lower expectations for their futures than boys. Particularly during adolescence, many girls experience a sudden drop in self-esteem. Both in schools and in youth-servicing programs, boys receive more attention than girls. Funding dollars tend to go to programs that focus on boys' issues. Girls need to know that they are important and that they have many opportunities for their futures.

WHAT CAN YOU DO?

For "Take Our Daughters to Work Day", we envision a day when girls from all parts of our community, every ethnic group, and every neighborhood get the chance to see adults at work in offices, schools, court rooms, hospitals and every kind of workplace you can think of. It would be especially meaningful for girls to have positive role models to meet and discover the roster of professional opportunity.

Last year girls were seen assisting on buses and trains, learning about computers, conducting interviews, sitting with judges and lawyers in court, working on newsletters, meeting with department officials, touring facilities, discussing with managers/supervisors each unit's function and touring City Hall.

We think the day should be as educational as possible. In this regard setting up meetings with a variety of people in different job situations to discuss what they do and answer questions would be very beneficial. In addition, it is empowering to feel you have accomplished something. If each girl could have at least one task that she could do (age appropriate) and not all office clerical work, it would give her a sense of achievement.

If you have any questions please contact Ann Lehman at the Commission on the Status of Women at (415) 252-2570. We hope you will join us in making this a meaningful day for the girls of San Francisco and creating something very positive for our collective future.

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City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

4/27/95

MINUTES
April 27, 1995

The Regular Meeting of the Commission on the Status of Women (COSW) was held on April 27, 1995 at 25 Van Ness Avenue, Suite 70, San Francisco, California.

1. CALL TO ORDER/ROLL CALL

Noting a quorum of the commission was present, President Chang called the meeting to order at 4:35 P.M.

MEMBERS PRESENT	STAFF PRESENT
President Chang	Sonia Melara
Vice President Hanagan	Rosario Navarrette
Commissioner Gissler	Ann Lehman
Commissioner Ito	Leatrice Miyashiro
Commissioner Rivera	Melina Mendez (guest)

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2. ADOPTION OF AGENDA

m/s/c (Ito/Rivera) move to adopt the agenda.

3. ADOPTION OF MINUTES

m/s/c (Gissler/Rivera) move to adopt the minutes with corrections as follows:

Under Announcements, first paragraph, second and third sentence should read: Also, on May 10, 1995, there will be a Sacramento rally on Women against Gun Violence. Purpose is to increase awareness on curbing gun ownership and manufacturing.

4. PRESIDENT'S REPORT

Since the previous commission meeting, Sonia Melara and President Chang have met with Jim Wunderman of the Mayor's office several times regarding appointments to the commission.

Sonia Melara, Commissioner Ito and President Chang met with the Mayor concerning the COSW budget and raised various points including the need to come up with additional funding to cover the deficit, to hire additional staff for the sexual harassment task force, and

for domestic violence programs.

President Chang reported that she, Sonia Melara and Rosario Navarrette met with the San Mateo Commission on the Status of Women on the subject of domestic violence. They decided to meet with other COSWs in the Bay Area and discuss areas of collaboration in the future.

5. STAFF REPORT

Sonia Melara, Executive Director

Sonia Melara introduced Melina Mendez to the commission. Ms. Mendez was at the meeting for "Take Our Daughters To Work Day".

The budget is basically the same as last year; work orders have been secured at the same level as well. However, there's still a deficit. The commission staff and the mayor's office are looking at alternatives, other than the General Fund, to meet the additional $248,000 needed to increase domestic violence funding. Supervisor Hallinan has introduced a resolution to urge the mayor to increase funding for domestic violence programs. Alternatives include additional funding from domestic partners fees and Proposition J monies.

Rosario Navarrette, Administrator of Domestic Violence Programs

Ms. Navarrette stated that Candace Heisler is no longer the Domestic Violence Unit director; Terri Jackson is the new director.

Ann Lehman, Employment Specialist

On May 11, 1995, in the evening, Channel 53 cable will show the COSW sponsored program on affirmative action, focusing on women and affirmative action.

Sonia Melara stated that Hillary Flynn, COSW intern has left the commission and will graduate soon from San Francisco State. Everyone thanked Ms. Flynn for all the work she had done for the commission and wished her well.

6. OLD BUSINESS

ByLaws

m/s/c (Hanagan/Gissler) move to approve revised bylaws of COSW.

7. NEW BUSINESS

Provide staff with more flexibility when taking positions, sponsoring and/or participating in

activities that directly (adversely/favorably) affect women.

Sonia Melara explained that this was necessary to expedite staff's work especially in area where it is not possible to wait for the commission meeting for approval. She also explained that it would work in such a way that if only one commissioner opposed the idea; the issue would be put on the following month's agenda. Questions were raised as to accessibility of commissioners in a 24 hour period. Vice President Hanagan suggested 48 hours notice and a voice mail message sent along with fax. Commissioners should call staff for additional information and notify the President if any disagreements.

Further discussion followed and the following motion was formed.

Motion (Gissler/Hanagan) to implement procedure to allow staff to take positions on issues, legislation and activities related to the mission of COSW providing that commissioners are given 48 hours notice with a fax and a voice mail message; commissioners will call staff for information and in case of disagreement will call the President. All items will be listed on a consent calendar for the next commission meeting. To be included are those items that have a definite timeline in regard to commission meetings.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Gissler, Hanagan, Ito and Rivera.

United Nations 50 Celebration

Sonia Melara requested approval for the COSW to be a co-sponsor of the Women's program for the UN 50 Celebration. Program will happen in May and June and will be panels of women with an international flavor including Hispanic, Asian and African American groups.

m/s/c (Chang/Hanagan) to approve COSW's participation as a co-sponsor organization without any financial obligation, along with the Women's Intercultural Network in the United Nations 50 Celebration women's programs.

Sharon Johnson's Leave

Commissioner Ito explained that Sharon Johnson is "technically" on a leave of absence due to her need for medical coverage in case of an emergency. The commission is required to renew the leave after a year.

m/s/c (Rivera/Ito) move to approve a year's extension on Sharon Johnson's leave of absence.

Charter Amendments

An in-depth discussion was held on the pros and cons of the charter amendment changes pertaining to the commission's future roles and responsibilities.

Motion (Ito/Rivera) to send a representative to speak to charter reform committee regarding changes in charter that limits the authority of the commission. Specific recommendations should address the needs of the COSW only.
ROLL CALL VOTE WAS TAKEN: Ayes: Chang,Hanagan, Gissler, Ito, Rivera.

Legislation: Recommendation to support domestic violence bills AB1125, SB982 and SB591.

Discussion was held on AB1125 and SB982 for clarification.

m/s/c (Chang/Gissler) to support AB1125, SB982 and SB591.

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE

Commissioner Gissler gave committee report. The goals and objectives originated in the strategic plan were discussed and members signed up for assignments.

Request to approve committee's recommendation on: AB115, SB169 and SB169.

m/s/c (Gissler/Hanagan) to oppose SB144 and support SB115 and SB169.

B. EMPLOYMENT AND ECONOMICS COMMITTEE

Commissioner Ito reported that the Sexual Harassment Task Force with 16 appointed members is in place. Commissioner Ito was appointed to chair the task force. It will take approximately six to nine months to complete the task. The first meeting of the task force will be held on May 9, 1995 at 4:00 P.M. The department is in the process of hiring a consultant to staff the task force.

Ginette Geer's name was recommended for membership on the committee.

m/s/c (Ito/Hanagan) to approve Ginette Geer as a member of the Employment and Economics Committee.

President Chang recommended to insure diversity when nominating members to committees.

Vice President Hanagan reported that the Violence in Workplace manual is being worked on by a volunteer in the COSW office. There was a joint meeting with the Friends Committee to plan the Women Who Make A Difference Awards Fundraiser. The event has been scheduled to be held on August 24, 1995 from 5:30-7:30 P.M. at the PG & E Energy Center on Howard Street.

Ann Lehman explained the Personal Responsibility Act (PRA) (Welfare Reform) and why the

commission should oppose it.

m/s/c (Chang/Gissler) to oppose the Personal Responsibility Act, as currently passed by the U.S. House of Representatives.

C. POLICY ISSUES AND ACTION COMMITTEE

Commissioner Rivera requested approval on two nominees to the committee: Carol Leigh and Belma Gonzales.

Sonia Melara explained that Belma Gonzales is the Director of the Women's Clinic in Haight-Ashbury and very knowledgeable about women's health issues. She also recognized Carol Leigh who was in the audience and was a member of the Employment Committee.

m/s/c (Rivera/Gissler) to approve Belma Gonzales and Carol Leigh to be members of the Policy Issues and Action Committee.

The committee had discussed and was recommending the following actions:
to oppose AB196, SB250, SB384, SB504 and SB1166 and support AB755.

m/s/c (Chang/Ito) to oppose AB196, SB250, SB384, SB504 and SB1166 and support AB755.

9. LIAISON

Friends Committee

Sonia Melara reported that the event at her home to recruit new members was very successful and enthusiastic. She thanked Commissioners Ito and Gissler for participating. Commissioner Ito thanked Ms. Melara for hosting the event.

10. PUBLIC COMMENT

Lurilla Harris announced at meeting the next day at 4:30 P.M. on yes or no on district elections.

11. ANNOUNCEMENTS

President Chang announced a meeting the following Sunday called Beijing and Beyond regarding the Beijing 95 - Fourth UN World Conference for women to be held in August of this year. It will be held from 10-11:30 P.M. at the Miyako Hotel.

12. ADJOURNMENT

Being that there was no further business, President Chang adjourned the meeting at 6:27P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

REGULAR MEETING
COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, May 25, 1995, 4:30 P.M.
25 Van Ness Avenue, Suite 70, Lower Level Conference Room
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Patricia Chang
Vice President Terri Hanagan
Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Rosa Rivera

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1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES
   April 27, 1995 Regular Meeting
4. PRESIDENT'S REPORT
5. STAFF REPORT
6. OLD BUSINESS
   - Charter Reform

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7. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE

- Committee Membership

ACTION: Approval of nominations of new committee members.

- Legislation

ACTION: To approve committee recommendations on the following bills: AB 173 (Machado), AB 1562 (Alby), AB1973 (Figueroa), Senate concurrent Resolution 17 (Solis), SB 132 (Watson), SB187 (Hayden, et al), SB 208 (Solis).

B. EMPLOYMENT AND ECONOMICS COMMITTEE

- Committee Membership

ACTION: Approval of nominations of new committee members.

- Legislation

ACTION: To approve committee recommendation on AB 777.

C. POLICY ISSUES AND ACTION COMMITTEE

- Committee Membership

ACTION: Approval of nominations of new committee members.

- Legislation

ACTION: To approve committee recommendation on SB1237.

8. LIAISON REPORTS

Friends Committee

9. PUBLIC COMMENT

10. ANNOUNCEMENTS

11. ADJOURNMENT

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

REGULAR MEETING
COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, May 25, 1995, 4:30 P.M.
25 Van Ness Avenue, Suite 70, Lower Level Conference Room
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA
(Revised 5/22/95)

Roster:

President Patricia Chang — *Vice President Terri Hanagan*
Commissioner Cynthia Gissler — *Commissioner Caryl Ito*
Commissioner Rosa Rivera

*** Under the rules of the Public Records Act, public meetings will be taped and may be videotaped. Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES
   April 27, 1995 Regular Meeting

4. PRESIDENT'S REPORT

5. STAFF REPORT

6. NEW BUSINESS

   - Power of commission to endorse legislation.

   ACTION: To direct staff to work with the City Attorney and members of the Board of Supervisors to give commission power to endorse legislation.

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7. **OLD BUSINESS**

- **Charter Reform**

8. **COMMITTEE REPORTS**

A. VIOLENCE AGAINST WOMEN COMMITTEE

- Committee Membership

ACTION: Approval of nominations of new committee members.

- Legislation

ACTION: To advise the Mayor and Board of Supervisors to approve committee recommendations on the following bills: AB 173 (Machado), AB 1562 (Alby), AB1973 (Figueroa), Senate concurrent Resolution 17(Solis), SB 132 (Watson), SB187 (Hayden, et al), SB 208 (Solis).

B. EMPLOYMENT AND ECONOMICS COMMITTEE

- Committee Membership

ACTION: Approval of nominations of new committee members.

- Legislation

ACTION: To advise the Mayor and Board of Supervisors to approve committee recommendation on AB 777(Speier), AB 257(Speier), SB 953 (Watson), SB679 (Killea).

C. POLICY ISSUES AND ACTION COMMITTEE

- Committee Membership

ACTION: Approval of nominations of new committee members.

- Legislation

ACTION: To adivse the Mayor and Board of Supervisors to approve committee recommendation on SB1237.

9. **LIAISON REPORTS**

Friends Committee

10. **PUBLIC COMMENT**

11. **ANNOUNCEMENTS**

12. **ADJOURNMENT**

COMMISSION ON THE STATUS OF WOMEN

May 25, 1995

The Minutes of this meeting are missing.

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City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

REGULAR MEETING
COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, June 22, 1995, 4:30 P.M.
25 Van Ness Avenue, Suite 70, Lower Level Conference Room
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

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Roster:
President Patricia Chang *Vice President Terri Hanagan*
Commissioner Cynthia Gissler *Commissioner Caryl Ito*
Commissioner Rosa Rivera

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1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES

   May 22, 1995 Regular Meeting
4. PRESIDENT'S REPORT
5. STAFF REPORT
6. NEW BUSINESS

   • To change the August commission meeting date to an alternate date.
   ACTION: To approve the change for August commission meeting to an alternate date.

- To co-sponsor the Tale-Spinners Theatre production of "A Man's Duty, A Women's Crime" - a play celebrating the 75th Anniversary of Women's Suffrage.

ACTION: To approve co-sponsoring at no cost to the department, theatre production on August 25, 26 and 27.

7. OLD BUSINESS

- Legislative Update

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE

- Updates: Domestic Violence Awareness Month
  Statewide Advisory Committee for Battered Women Protection Act

- Legislation: To urge the Mayor and the Board of Supervisors to support bills: AB 1973, SCR7, SB591, SB1230.

ACTION: To urge the Mayor and the Board of Supervisors to support bills AB1973, SCR7, SB591, SB1230

B. EMPLOYMENT AND ECONOMICS COMMITTEE

- Request that the Commission direct staff to send a letter urging the Health Commission to insure that, as much as possible, employees affected by abolition of the public health nurses classification retain their retirement benefits at present level and create a plan to insure opportunities to advance in their careers.

ACTION: To send letter on behalf of the Health Commission.

C. POLICY ISSUES AND ACTION COMMITTEE

- Recommendation of new member: Molina Chan

ACTION: To approve Molina Chan to the Policy Issues and Action Committee.

9. LIAISON REPORTS

Friends Committee

10. PUBLIC COMMENT

11. ANNOUNCEMENTS

12. CLOSED EXECUTIVE SESSION

* Pursuant to Government Code Section 54957 and Administrative Code 67.10, the COSW will meet in closed session to discuss: Personnel matters.

13. ADJOURNMENT

COMMISSION ON THE STATUS OF WOMEN

June 22, 1995

The Minutes of this meeting are missing.

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City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

AGENDA
Thursday, June 29, 1995

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Closed Executive Session from 4:30 - 5:30 P.M.
25 Van Ness, Room 130

Special COSW Meeting from 5:30 P.M.
25 Van Ness, 6th Floor Conference Room
San Francisco, CA 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Patricia Chang
Vice President Terri Hanagan
Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Rosa Rivera

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I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. Closed Executive Session:

* Pursuant to Government Code Section 54957 and Administrative Code 67.10, the Commission on the Status of Women will meet in closed session to discuss: Personnel Matters.

IV. NEW BUSINESS

- Creating Institutional: Prevention, Education and Training Fund Allocation.

ACTION: To consider approval of recommendation of the Review Panel for the $196,582.

V. PUBLIC COMMENT

VI. ANNOUNCEMENTS

VII. ADJOURNMENT

COMMISSION ON THE STATUS OF WOMEN

June 29, 1995

The Minutes of this meeting are missing.

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City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

REGULAR MEETING
COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, July 27, 1995, 4:30 P.M.
25 Van Ness Avenue, Suite 70, Lower Level Conference Room
San Francisco, California 94102

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PLEASE NOTE: The August commission meeting will be on Thursday, August 10, 1995.

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AGENDA

Roster:

President Patricia Chang — *Vice President Terri Hanagan*
Commissioner Cynthia Gissler — *Commissioner Caryl Ito*
Commissioner Regina Phelps — *Commissioner Rosa Rivera*
Commissioner Sharron Treskunoff Bailey

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1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES

   June 22, 1995 Regular Meeting
4. PRESIDENT'S REPORT
5. STAFF REPORT
6. CONSENT CALENDAR

7. NEW BUSINESS

- Commission Dinner Meeting on August 10, 1995.

- Resolution asking the Mayor and the Board of Supervisors to support affirmative action to oppose any legislation or efforts to eliminate affirmative action programs.

ACTION: To ask the Mayor and Board of Supervisors to adopt a resolution to oppose any legislation or efforts to eliminate affirmative action programs.

8. OLD BUSINESS

- Legislative Update

- Tale Spinner's Production

9. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE

- Nomination of Dominique Ritley to the committee.

ACTION: To consider approval of nomination of Dominique Ritley to the Violence Against Women Committee.

- Legislation: AB233, SB132, SB924

ACTION: To urge the Mayor and the Board of Supervisors to support AB233, SB132 and SB924.

B. EMPLOYMENT AND ECONOMICS COMMITTEE

- Sexual Harassment Booklets Donation

ACTION: To approve donating sexual harassment booklets to the Public Library and other community groups.

- Position Statement of the Mayor on Affirmative Action

ACTION: To request a position statement from the Mayor on Affirmative Action.

C. POLICY ISSUES AND ACTION COMMITTEE

- Update

10. LIAISON REPORTS

Friends Committee

11. PUBLIC COMMENT

12. ANNOUNCEMENTS

13. ADJOURNMENT

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

REGULAR MEETING
COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, July 27, 1995, 4:30 P.M.
25 Van Ness Avenue, Suite 70, Lower Level Conference Room
San Francisco, California 94102

PLEASE NOTE: The August commission meeting will be on Thursday, August 10, 1995.

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REVISED 7/25/95

AGENDA

Roster:

President Patricia Chang
Vice President Terri Hanagan
Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Regina Phelps
Commissioner Rosa Rivera
Commissioner Sharron Treskunoff Bailey

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1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES

   June 22, 1995 Regular Meeting

4. PRESIDENT'S REPORT
5. STAFF REPORT
6. CONSENT CALENDAR

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7. NEW BUSINESS

- Commission Dinner Meeting on August 10, 1995.

- Work on Amending Charter Section 3.530-2 and 8.343 and (new) 3.539-1 affecting the office of Citizen's Complaints and disciplinary actions against police officers.

ACTION: To allow a sub-committee of the COSW to work with all interested parties to insure that present proposed chartered amendments on additional staff for OCC and disciplinary process for police misconduct does not adversely affect the rights of women victims.

- Participate in NOW's Political Action luncheon at no cost to the city.

ACTION: To sponsor a table at the NOW Political Action Committee luncheon paid by individuals at table.

8. OLD BUSINESS

- Legislative Update
- Tale Spinner's Production

9. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE

- Nomination of Dominique Ritley to the committee.

ACTION: To consider approval of nomination of Dominique Ritley to the Violence Against Women Committee.

- Legislation: AB233, SB132, SB924

ACTION: To urge the Mayor and the Board of Supervisors to support AB233, SB132 and SB924.

B. EMPLOYMENT AND ECONOMICS COMMITTEE

- Sexual Harassment Booklets Donation

ACTION: To approve donating sexual harassment booklets to the Public Library and other community groups.

- Position Statement of the Mayor on Affirmative Action

ACTION: To request a position statement from the Mayor and the Board of Supervisors on Affirmative Action.

C. POLICY ISSUES AND ACTION COMMITTEE

Update

10. LIAISON REPORTS

Friends Committee

11. PUBLIC COMMENT
12. ANNOUNCEMENTS
13. ADJOURNMENT

COMMISSION ON THE STATUS OF WOMEN

July 27, 1995

The Minutes of this meeting are missing.

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Commission on the Status of Women
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SPECIAL MEETING
COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Saturday, July 29, 1995, 8:30 A.M. - 12 Noon
San Francisco Chamber of Commerce Boardroom
435 California Street, 9th Floor
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available on street. Accessible BART station is the Montgomery Street Station. Accessible MUNI Metro station are all Metro lines. Accessible MUNI Lines are all lines that go downtown. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Patricia Chang
Vice President Terri Hanagan
Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Regina Phelps
Commissioner Rosa Rivera
Commissioner Sharron Treskunoff Bailey

** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. NEW BUSINESS: The commission will be gathering with fellow regional Commission on the Status of Women commissioners and staff to discuss issues of common interest.
4. PUBLIC COMMENT
5. ANNOUNCEMENTS
6. ADJOURNMENT

COMMISSION ON THE STATUS OF WOMEN

July 29, 1995

The Minutes of this meeting are missing.

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Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, August 10, 1995 4:30 p.m
25 Van Ness, Suite 70
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Patricia Chang — *Vice President Terri Hanagan*
Commissioner Cynthia Gissler — *Commissioner Caryl Ito*
Commissioner Regina Phelps — *Commissioner Rosa Rivera*
Commissioner Sharron Treskunoff Bailey

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** *Public Comment will be heard after each agenda item.*

1. **CALL TO ORDER/ROLL CALL**

2. **ADOPTION OF AGENDA**

3. **ADOPTION OF MINUTES**

   - **June 29, 1995 Special Meeting Minutes**
   - **July 27, 1995 Regular Meeting Minutes**

4. **PRESIDENTS REPORT**

5. **STAFF REPORT**

6. **OLD BUSINESS**

   - **Legislative Update**

7. NEW BUSINESS

- Election of New Officers

ACTION: To elect new officers for the commission.

- San Francisco Police Department - Domestic Response Unit

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE

- AB 168(Alpert & Calderon)

ACTION: To recommend to the Mayor and Board of Supervisors to support AB168.

B. EMPLOYMENT AND ECONOMICS COMMITTEE

- Fair Pay Act of 1995 (HR 1507)

ACTION: To recommend to the Mayor and Board of Supervisors to take a position on the Fair Pay Act of 1995 (HR 1507)

C. POLICY ISSUES AND ACTION COMMITTEE

9. LIAISON REPORTS

Friends Committee

10. PUBLIC COMMENT

11. ANNOUNCEMENTS

12. ADJOURNMENT

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, August 10, 1995 4:30 p.m.
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San Francisco, California 94102

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Revised 8/7/95

AGENDA

Roster:

President Patricia Chang
Vice President Terri Hanagan
Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Regina Phelps
Commissioner Rosa Rivera
Commissioner Sharron Treskunoff Bailey

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** *Public Comment will be heard after each agenda item.*

1. **CALL TO ORDER/ROLL CALL**

2. **ADOPTION OF AGENDA**

3. **ADOPTION OF MINUTES**

   - **June 29, 1995 Special Meeting Minutes**
   - **July 27, 1995 Regular Meeting Minutes**

4. **PRESIDENTS REPORT**

5. **STAFF REPORT**

6. **OLD BUSINESS**

   - **Legislative Update**

7. **NEW BUSINESS**

- **Election of New Officers**

ACTION: To elect new officers for the commission.

- **San Francisco Police Department - Domestic Response Unit**

8. **COMMITTEE REPORTS**

A. **VIOLENCE AGAINST WOMEN COMMITTEE**

- **AB 168(Alpert & Calderon)**

ACTION: To recommend to the Mayor and Board of Supervisors to support AB168.

B. **EMPLOYMENT AND ECONOMICS COMMITTEE**

- **Fair Pay Act of 1995 (HR 1507)**

ACTION: To recommend to the Mayor and Board of Supervisors to take a position on the Fair Pay Act of 1995 (HR 1507)

C. **POLICY ISSUES AND ACTION COMMITTEE**

9. **LIAISON REPORTS**

Friends Committee

10. **PUBLIC COMMENT**

11. **ANNOUNCEMENTS**

12. **ADJOURNMENT - The Commission will adjourn and re-convene at Ivy's Restuarant, 398 Hayes Street, San Francisco, CA.**

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

MINUTES

August 10, 1995

The Regular Meeting of the Commission on the Status of Women (COSW) was held on August 10, 1995 at 25 Van Ness Avenue, Suite 70, San Francisco, California.

1. CALL TO ORDER/ROLL CALL

Noting a quorum of the commission was present, President Chang called the meeting to order at 4:40 P.M.

MEMBERS PRESENT	STAFF PRESENT
President Chang	Sonia Melara
Vice President Hanagan	Rosario Navarrette
Commissioner Gissler	Ann Lehman
Commissioner Ito	Leatrice Miyashiro
Commissioner Phelps	
Commissioner Rivera	
Commissioner Treskunoff Bailey	

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2. ADOPTION OF AGENDA

m/s/c (Ito/Phelps) to adopt the revised agenda.

3. ADOPTION OF MINUTES

Special Meeting Minutes of June 29, 1995

m/s/c (Hanagan/Ito) to adopt the minutes with the following changes:

Under New Business, Section D, lst paragraph, 6th line, change sentence to:
". . . that you'd planned to do in the first year of the plan, **report** back to us with how the second-year part of the plan is going to work and then we **would** reconsider, or consider, the second-year part of the plan at that time **on continuation of funding.**"

2nd paragraph, lst sentence, change sentence to: Commissioner Ito asked for clarification as to whether the process should reopen **after the first year funding is completed.**

Regular Meeting Minutes of July 27, 1995

m/s/c (Gissler/Rivera) to adopt the minutes as amended as follows:

Page 3:Second item: Work on Amending Charter Section 3.530-2 etc.

1st Paragraph, 5th and 6th sentence, change to: Supervisor Tom Ammiano sponsored this charter **amendment.** The Police Officers Association lobbied for the **binding** arbitration piece to be a part of the package.

2nd Paragraph, add: **a member of the Sexual Harassment Task Force** to Maria Narayan's name.

5th Paragraph, add: **The whole matter was to be voted on July 31, 1995.**

7th Paragraph, change sentence to: President Chang thanked Sonia Melara **and Commissioner Hanagan** on paying attention to this issue.

Page 4: Under Roll Call Vote: Delete **Gissler** from roll call vote.

Page 5: Under Employment and Economics Committee, change:

1st Parargraph, 2nd and 3rd sentence, change to: Commissioner Ito, Sonia Melara **and** Ann Lehman met with Wendell Pryor, Ann Godfrey and Dorothy Yee of the Human Resources department. Wendell Pryor **is reconsidering Rossein's report recommendations and has agreed to work with the commission.**

2nd Paragraph, change sentence to: President Chang suggested that action plans and quarterly reviews of committees should be disseminated to other members of the commission **as a result of comments about revisions on the Employment and Economics Committee's goals and committee plans.**

4th Paragraph, add: **It was noted that this project was moving forward**.

Page 6:

2nd Paragraph, change motion to: Motion (Ito/Rivera) move for the commission to ask the Mayor to take a position **in support of** Affirmative Action.

4th Paragraph under Roll Call Vote: delete **Gissler** from roll call vote.

Under Policy Issues and Action Committee:

3rd Paragraph, change to: Ms. Melara met with Carol Leigh, **a member** of the Prostitution Task Force, to review their report and gave her additional support.

4th Paragraph, change to: Ms. Melara pointed out **that** the Policy Action report that was

handed out to the commissioners gives a summary of all actions taken by the commission since January, 1995.

Under Liaison Reports, Friends Committee:

2nd Paragraph, change to: Commissioner Ito **inquired about the follow-through about sending a letter to Louette Colombano congratulating her on her special recognition at the ceremony.**

Under Public Comment:

1st sentence, change to: Ken Thiesen of the San Francisco Neighborhood Legal Assistance Foundation requested **that** the commissioners look at welfare reform cuts and how **they** affect women and families.

4. PRESIDENT'S REPORT

President Chang commended Sonia on the Bay Area Regional COSW Meeting that was very successful. Thirty five women, not including COSW, attended the event. Two action plans were implemented. One was in support in affirmative action. There will be a meeting at the Women's Building on August 19, 1995. The second is communications.

The women expressed a lot of enthusiasm and these women looked to SFCOSW for leadership. Ms. Chang thanked the Friends of COSW for hosting the event.

5. STAFF REPORT

Sonia Melara reported on three issues:

a) National Organization for Women Luncheon: She needed to collect checks for this event.
b) An agenda item for September will be a joint meeting with the Health Department to have a hearing on Sexual Assault.
c) Follow up letter on affirmative action was written to the Mayor. Ann Lehman received information from the Human Rights Commission on what they had done regarding affirmative action. The Board of Supervisors has already urged the Mayor to support affirmative action.

The Women, Violence and Substance Abuse Conference brochure was handed out.

6. OLD BUSINESS

Legislative Update

Sonia Melara reported that she has been in touch with the Mayor's office regarding legislation procedures for the commission. The city attorney's office is preparing the wording for the resolution and hopes to get it to the Board of Supervisors soon.

7. NEW BUSINESS

Election of New Officers

President Chang stated that two positions were up for election, the President and Vice President positions.

Nominations for President were opened.

Commissioner Rivera nominated President Chang for President.

Motion (Rivera/Ito) to re-elect Patricia Chang for President of the commission. ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Gissler, Hanagan, Ito, Phelps, Rivera, Treskunoff Bailey.

Nominations for Vice President were opened.

Commissioner Ito nominated Vice President Hanagan and thanked both officers for their leadership and stated that this team helped the commission move forward.

Motion (Ito/Chang) to re-elect M. Terri Hanagan for Vice President of the commission. ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Gissler, Hanagan, Ito, Phelps, Rivera, Treskunoff Bailey.

President Chang thanked the commissioners and stated that she is looking forward to working with a full commission.

San Francisco Police Department - Domestic Violence Response Unit

President Chang recognized Commisioner Hewlett of the Police Commission, Deputy Chief Fred Lau and Lieutenant Sandy Tong of the Police Department who came to make a presentation on the new Domestic Violence Response Unit.

Lieutenant Sandy Tong gave a brief overview of the unit, the office space and staff. They plan to start operations on August 28, 1995. Ms. Tong will be in charge of the unit with six

investigators and increase the staff by January, 1996. They will be pro-active on cases and have an on-call response team from 6A.M. to 6 P.M.

Commissioner Hewlett asked for donations of furniture for reception area modeling the Child Sexual Assault interview room.

Deputy Chief Fred Lau thanked COSW for its cooperation, thanked Rosario Navarrette for her help, and thanked the Chief of Police for his support.

Sonia Melara reminded the members of the Police department that one of their fellow members, Melinda Pengel was being honored for the Women Who Make A Difference Awards.

Commissioner Ito thanked all of the members of the Police Commission and Department for their assistance.

Lieutenant Tong added that the unit would have bilingual services in Cantonese and Spanish, as well as same sex services.

President Chang thanked them and wished them luck.

Deputy Chief Fred Lau stated that they would report back to COSW on a quarterly basis.

8. COMMITTEE REPORTS

A. Violence Against Women Committee

Commissioner Gissler gave the report for the committee meeting. She gave an overview of AB 168.

m/s/c (Gissler/Rivera) to recommend to the Mayor and the Board of Supervisors to support AB 168.

Domestic Violence Month plans were discussed at the meeting and assignments given. They are waiting for confirmation of speakers. Goals of the committee were revisited and members signed up for tasks and goals. They will report back quarterly to the commission on their goals.

Commissioner Gissler thanked intern Julianne Marashian for her brilliant work at the commission this past summer and added that Ms. Marashian is planning to come back next year.

B. Employment and Economics Committee

Vice President Hanagan reported on the committee meeting. Cecelia Rodriguez of the Department of Labor Women's Bureau attended the meeting regarding the Working Women

Count Survey done last year. The results of the survey have been compiled and they have found that one of the main problems of working women is child care. Hearings were being held across the country on this subject, including San Francisco. Another facet of the survey results is called the Honor Roll where companies make a pledge to improve women's working conditions. The Sexual Harassment Task Force and study has been submitted to be on the Honor Roll.

Sexual Harassment Task Force meetings are continuing. Ann Lehman and Commissioner Ito attended a very productive focus group conducted by the Human Resources Department on conflict resolution and mediation procedures. Commissioner Ito also attended a Mayor's department head meeting with Sonia Melara. Wendell Pryor stated he is more supportive of centralization.

Ann Lehman monitors the Affirmative Action Coalition groups and Welfare Reform Coalitions and urged everyone to take as much action as possible. She has a sample letter to send to elected officials. Ms. Lehman will prepare a chart of the phone calls she has been receiving at the commission to analyze the commission's services.

The Women Who Make A Difference Awards ceremony has received 130 reservations so far. The Mayor is confirmed to attend. A letter was sent to Louette Colombano. Supervisor Leal is preparing a proclamation for her.

President Chang thanked Vice President Hanagan for all of her work on this event.

Vice President Hanagan tabled the action on the Fair Pay Act of 1995.

Sonia Melara stated the commission would begin to charge for services that the staff members provide, such as sexual harassment training, particularly to companies in the private sector.

President Chang suggested staff send a list to commissioners of services the commission provides.

C. Policy Issues and Action Committee

Commissioner Rivera reported on the committee meeting. The "How To Get That Appointment" workshop to be held in February, 1996 was discussed. Location, fees and participants were decided upon. Another issue discussed was the Brown Bag Meetings with Supervisors that are being planned for September 15 through October 15, 1995 at the supervisor's office or the commission's office. Sub-committee members will be invited to discuss what they are doing in the committees. The meeting would cover all the issues that the commission covers. As soon as meetings are set up with supervisors, Commissioner Rivera would inform the other commissioners.

9. LIAISON REPORTS

Sonia Melara reported that the Friends were working on the logistics of the Women Who Make A Difference event.

10. PUBLIC COMMENT

Jean Harris, formerly of the Mayor's office and the Department of Public Health, attended the meeting to present her views on the sexual harassment charges against Supervisor Hallinan. She wanted to know if the commission could do anything to prevent him from running for district attorney because of past allegations against him.

Sonia Melara warned the commissioners against taking positions associated with an election. The Commission, per city attorney ruling, is prohibited from participating (as a commission) in issues of a political nature.

President Chang suggested that Ms. Harris go to other organizations such as NOW, NWPC, ERA and the Queen's Bench for further action.

11. ANNOUNCEMENTS

Sonia Melara announced the Women and Environment hearings to be held from 9:30A.M. to 4:00 P.M. on August 11 and 12, 1995.

A reminder was given that on August 15, 1995 from 4-6 P.M. at the Hall of Justice Jury Room, they are having the Domestic Violence Council Kick Off reception.

Glide Memorial Church is celebrating their 30th Year Anniversary. Janice Mirikitani is being honored on September 7, 1995. Maya Angelou will be a guest.

President Chang asked everyone if they would like her to gather any information on any particular country since she was attending the Women's Conference in Beijing.

12. ADJOURNMENT

The meeting was adjourned at 6:15 P.M. and reconvened at Ivy's Restaurant that same evening.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco
Thursday, September 28, 1995 4:30 P.M.
25 Van Ness, Suite 70
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Patricia Chang
Vice President Terri Hanagan
Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Regina Phelps
Commissioner Rosa Rivera
Commissioner Sharron Treskunoff Bailey

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** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES
   - August 10 Regular Meeting Minutes
4. PRESIDENTS REPORT
5. STAFF REPORT
6. OLD BUSINESS
   - Legislative Update

- Summit: Roles of Commissioners

7. NEW BUSINESS

- Contract Language for indicating funding by COSW.

ACTION: To approve contract language for indicating funding and training requirement by COSW.

- Change Commission meeting dates for November and December.

ACTION: To set a commission meeting date for November and December.

- 1996 Retreat

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE

- Update:
  - Sexual Assault & Services Public Hearing on 10/17/95
  - Family Violence Council
  - Substance Abuse Conference

- Response to Outcome of OJ Simpson Trial

B. EMPLOYMENT AND ECONOMICS COMMITTEE

- Update

C. POLICY ISSUES AND ACTION COMMITTEE

- Policy Issues and Action Committee to honor women not honored through other COSW awards.

ACTION: To approve honoring women who are not eligible under other awards by COSW. Award selection to be handled by the Policy Issues and Action Committee and to be presented in celebration of International Women's Day.

9. LIAISON REPORTS

Friends Committee

10. PUBLIC COMMENT
11. ANNOUNCEMENTS
12. ADJOURNMENT

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

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Sonia Melara, Executive Director

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, September 28, 1995 4:30 p.m
25 Van Ness, Suite 70
San Francisco, California 94102

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Revised A G E N D A

Roster:

President Patricia Chang
Vice President Terri Hanagan
Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Regina Phelps
Commissioner Rosa Rivera
Commissioner Sharron Treskunoff Bailey

** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES
   - August 10 Regular Meeting Minutes
4. PRESIDENTS REPORT
5. STAFF REPORT
6. OLD BUSINESS
   - Legislative Update

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- Summit: Roles of Commissioners

7. NEW BUSINESS

- Contract Language for indicating funding by COSW.

ACTION: To approve contract language for indicating funding and training requirement by COSW.

- Change Commission meeting dates for November and December.

ACTION: To set a commission meeting date for November and December.

- 1996 Retreat

- Homeless Women Displaced from Golden Gate Park

ACTION: To instruct COSW staff to request from the Department of Social Services the number of homeless women displaced from Golden Gate Park and the services provided them.

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE

- Update:
  - Sexual Assault & Services Public Hearing on 10/17/95
  - Family Violence Council
  - Substance Abuse Conference

- Response to Outcome of OJ Simpson Trial

B. EMPLOYMENT AND ECONOMICS COMMITTEE

- Update

C. POLICY ISSUES AND ACTION COMMITTEE

- Policy Issues and Action Committee to honor women not honored through other COSW awards.

ACTION: To approve honoring women who are not eligible under other awards by COSW. Award selection to be handled by the Policy Issues and Action Committee and to be presented in celebration of International Women's Day.

9. LIAISON REPORTS
   Friends Committee
10. PUBLIC COMMENT
11. ANNOUNCEMENTS
12. ADJOURNMENT

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Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

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Sonia Melara, Executive Director

MINUTES
September 28, 1995

The Regular Meeting of the Commission on the Status of Women (COSW) was held on September 28, 1995 at 25 Van Ness Avenue, Suite 70, San Francisco, California.

1. CALL TO ORDER/ROLL CALL

Noting a quorum of the commission was present, Vice President Hanagan called the meeting to order at 4:40 P.M.

MEMBERS PRESENT	STAFF PRESENT	MEMBER EXCUSED
Vice President Hanagan	Sonia Melara	President Chang
Commissioner Gissler	Rosario Navarrette	
Commissioner Ito	Ann Lehman	
Commissioner Phelps	Renee Williams	
Commissioner Rivera	Leatrice Miyashiro	
Commissioner Treskunoff Bailey		

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2. ADOPTION OF AGENDA

m/s/c (Gissler/Ito) to adopt the revised agenda with the following change: Under New Business, Change Action item under Homeless Women Displaced from Golden Gate Park to read: ACTION: To instruct COSW staff to request from the Department of Social Services the number of homeless women and girls displaced from Golden Gate Park and the services provided them.

3. ADOPTION OF MINUTES

m/s/c (Phelps/Gissler) to adopt the minutes of August 10, 1995 regular meeting.

4. PRESIDENT'S REPORT

No Report.

5. STAFF REPORT

Sonia Melara introduced new staff person, Renee Williams who gave a brief biography of herself. Vice President Hanagan welcomed Ms. Williams to the Commission.

Sonia Melara indicated that a motion form has been developed for the commissioners to write

their motion down before the meeting or before their item comes up on the agenda. However, it was agreed that sometimes it is difficult for commissioners to form their motion ahead of time, Ms. Melara suggested that when a motion is made on the spot, Executive Secretary Leatrice Miyashiro would record the motion and then read it back to the commissioners.

The Budget Committee is holding efficiency hearings to hear ideas from departments on ways to cut spending and to prepare for future cuts. Sonia Melara testified before the committee and discussed ideas being investigated to bring additional revenue to the COSW from other than general fund sources.

Sonia Melara stated that Commissioner Rivera would speak further about meetings with supervisors during her committee report. The commission had met with Supervisor Hallinan the day before and discussed issues of importance to the commission including those areas where we will need the Board's support: i.e. Implementation of the Sexual Harassment Task Force recommendations, future implementation of Domestic Violence Funding and appointing women to more prominent commissions.

The commission has appointments to meet with Supervisor Teng, Ammiano, Kennedy and Migden in the next two weeks.

COSW was honored by Nihonmachi Legal Outreach for their work in domestic violence. Commissioner Gissler, Ito and Sonia Melara attended the awards ceremony.

The Marketing Plan was given to commissioners and the Friends Committee by Sonia Melara. This would give the Friends Committee an idea of how the Commission would use funds. A discussion was held on the question of whether having another event was feasible for the commission and how event planners could help staff with the work. Commissioner Gissler suggested that this topic be discussed at length at the upcoming retreat. Commissioner Phelps suggested a subcommittee to do event planning.

6. OLD BUSINESS

Legislation

Next week, the COSW ordinance which allows the Commission to take positions on legislation will be presented before the Board of Supervisors Economic & Social Policy Committee for approval. Vice President Hanagan will represent the Commission.

Summit: Roles of Commissioners

Sonia Melara stated that the Commissioners were asked to facilitate groups at the upcoming Women's Economic Agenda Summit. A letter will be sent out instructing Commissioners how to facilitate the groups.

7. NEW BUSINESS

Contract Language for indicating funding by COSW

Sonia Melara stated that although the Commission funds domestic violence agencies, COSW is not acknowledged by some of the programs as being a funding source. The suggested contract requirements (handed out) would mandate the COSW funded domestic violence programs acknowledge the financial support given by COSW on all written and audio visual materials. Also, an additional requirement would be for the contractors to attend conferences or workshops on their subject area, sponsored by COSW.

m/s/c (Ito/Gissler) to approve contract language: to include additional contract language and requirements regarding published materials and training requirements to all contracts as submitted by staff and approved by the City Attorney's office.

Change Commission meeting dates for November and December.

m/s/c (Gissler/Ito) to change Commission meeting dates in November and December from Thursday, November 24th to Thursday, November 30th and Thursday, December 28th to Thursday, December 14th of 1995.

1996 Retreat

A list of Saturdays in January and February were handed out to see when a retreat could be held. Sonia Melara asked the Commissioners to return this form by the end of the following week.

Homeless women displaced from Golden Gate Park

Commissioner Treskunoff Bailey informed the Commission that the issue of Homeless women displaced from Golden Gate Park had been discussed in the Policy Issues and Action Committee and concern was raised about what happened to these women and children. Under the Mayor's matrix program, a team should have been called when they came upon the homeless in the Park. This team consists of a social worker and mental health worker who would call for a shelter. According to Commissioner Treskunoff Bailey, her understanding was that this team was not called. She would like to know what happened to these people.

m/s/c (Bailey/Phelps) move to instruct COSW staff to request from the Department of Social Services the number of homeless women and girls displaced from Golden Gate park and the services provided them.

Sonia Melara stated that a letter will be written and would have a progress report by the next commission meeting.

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE

Update

Commissioner Gissler congratulated Rosario Navarrette on the great job she did for the Women, Violence and Substance Abuse conference. She also reported that the subcommittee had voted and selected the awardees for the Domestic Violence Awareness Month awards.

The invitations for the Domestic Violence Awareness Month event went out on Monday. We are very pleased that Janice Mirikitani has agreed to do a poetry reading for the event.

The committee also discussed the O.J. Simpson trial. Members of the committee got together to develop a position paper regardless of the outcome of the trial. This position paper will be developed with the staff and be faxed to commissioners for feedback. Rosario Navarrette will send it out to the press. This would serve as the commission statement.

The San Francisco Domestic Violence Response Unit at the Police Department is having their open house on October 2 at 11A.M.

Thanks to Commissioner Caryl Ito and friends she contacted, the San Francisco Domestic Violence Response Unit has been furnished with furniture, toys and artwork.

Sexual Assault & Services Public Hearing on 10/17/95

The preliminary work for the sexual assault hearings is being done by COSW and the Sexual Assault Unit of the Department of Public Health. If contracting services is recommended, COSW would be recommended to administer the funds.

B. EMPLOYMENT AND ECONOMICS COMMITTEE

Commissioner Ito reported on the committee.

- President Chang and Commissioner Ito attended the Bay Area COSW's Affirmative Action group meeting. A follow up meeting will be held on October 28, 1995.

- A Status Report of the Sexual Harassment Task Force was sent to the Mayor's Office. A draft of the final report will be prepared by early November.

- There was wonderful feedback for the Women Who Make A Difference Event. The Commission gained a lot of new friends, awareness and money.

- Sonia Melara called the Mayor's office regarding the newspapers' focus on only women commissioners handling of the case against Police Chief Antony Ribera and how the news articles distorted the truth. Letters were sent to local newspapers.

C. POLICY ISSUES AND ACTION COMMITTEE

Commissioner Rivera gave the committee report:

- Carol Leigh of the Prostitution Task Force reported on legislation AB 1035 regarding prostitution rights. The Prostitution Task Force will be doing a needs assessment of working prostitutes in San Francisco

- Space for the How To Get That Appointment workshop is being planned for February at City Hall.

The commission discussed the pros and cons of holding an event in March of 1996 on International Women's Day.

Motion (Rivera/Treskunoff Bailey) to approve the Policy Issues and Action Committee to have an event scheduled for March, 1996 to honor women that are not honored through other COSW events.

ROLL CALL VOTE WAS TAKEN: Ayes: Gissler, Phelps, Treskunoff Bailey, Ito, Rivera Nay: Hanagan.

Commissioner Rivera continued with the committee report.

- Renee Williams informed the committee about Minors Parental Consent/Queens Bench Brief meeting that she attended. The discussion centered around the 1987 CA Legislation - AB 2274, if imposed, would require all teen women under the age of 18 to get the permission of one parent, or the permission of a judge, before they can get an abortion. This law hasn't been imposed because it was immediately challenged for its constitutionality.

  Currently this case is in the California Supreme Court. The parties involved are American Academy of Pediatrics, represented by The Queens Bench Brief, and Daniel E. Lungren, Attorney General. The Queens Bench Brief and CARAL are both seeking support/signing on from women's organizations and has asked COSW to be one of the them..

  Renee will review the primary briefs and continue to follow-up.

9. LIAISON REPORT

Friends

No Report.

10. PUBLIC COMMENT

None.

11. ANNOUNCEMENTS

Vice President Hanagan suggested the commission send a get-well card to Cecil Williams of Glide Memorial Church.

Sonia Melara announced that President Clinton is coming to San Francisco in January to hold the Women's Economic Summit.

Rosario Navarrette pointed out that the MANALIVE flyer that was handed out gives information on event on October 7, 1995 which is a Men's March and Rally Against Domestic Violence. October 10, 1995 is the Partners Against Domestic Abuse fundraiser.

12. ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 6:35 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

10/26/95

Sonia Melara, Executive Director

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, October 26, 1995, 4:30 P.M.
25 Van Ness, Suite 70
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Patricia Chang
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Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Regina Phelps
Commissioner Rosa Rivera
Commissioner Sharron Treskunoff Bailey

** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES

   - September 28, 1995 Regular Meeting Minutes

4. PRESIDENTS REPORT

5. STAFF REPORT

6. OLD BUSINESS

   - Legislative Update

- Homeless Women and Children Displaced from Golden Gate Park Update

7. NEW BUSINESS

- Retreat

ACTION: To approve holding the 1996 retreat.

- San Francisco Commission placed on U.S. Department of Labor Working Women Count Honor Roll for covering Women's Economic Agenda Summit

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE

B. EMPLOYMENT AND ECONOMICS COMMITTEE

C. POLICY ISSUES AND ACTION COMMITTEE

9. LIAISON REPORTS

Friends Committee

- Event Meeting Update

10. PUBLIC COMMENT

11. ANNOUNCEMENTS

12. EXECUTIVE SESSION:

Pursuant to Government Code Section 54957 and Administrative Code 67.10, the Commission on the Status of Women will meet in closed session to discuss personnel matters.

13. ADJOURNMENT

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, October 26, 1995, 4:30 P.M.
25 Van Ness, Suite 70
San Francisco, California 94102

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Revised A G E N D A

Roster:

President Patricia Chang
Vice President Terri Hanagan
Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Regina Phelps
Commissioner Rosa Rivera
Commissioner Sharron Treskunoff Bailey

** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES

   - September 28, 1995 Regular Meeting Minutes

4. PRESIDENTS REPORT

5. STAFF REPORT

6. OLD BUSINESS

   - Legislative Update

- Sexual Assault Public Hearing and Recommendations
- Review of Women's Economic Agenda Summit
- Homeless Women and Children Displaced from Golden Gate Park Update

7. NEW BUSINESS

- Retreat

ACTION: To approve holding the 1996 retreat.

- Sexual Harassment Hearing with Human Rights Commission and Civil Service Commission

ACTION: To set a date to convene sexual harassment hearings.

- San Francisco Commission placed on U.S. Department of Labor Working Women Count Honor Roll for covering Women's Economic Agenda Summit

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE

B. EMPLOYMENT AND ECONOMICS COMMITTEE

C. POLICY ISSUES AND ACTION COMMITTEE

9. LIAISON REPORTS

Friends Committee

- Event Meeting Update

10. PUBLIC COMMENT

11. ANNOUNCEMENTS

12. EXECUTIVE SESSION:

Pursuant to Government Code Section 54957 and Administrative Code 67.10, the Commission on the Status of Women will meet in closed session to discuss personnel matters.

13. ADJOURNMENT

COMMISSION ON THE STATUS OF WOMEN

October 26, 1995

The Minutes of this meeting are missing.

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Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

AGENDA

Wednesday, November 15, 1995
3721 Market Street
San Francisco, CA 94131
8 A.M.

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AGENDA

Roster:

President Patricia Chang
Vice President Terri Hanagan
Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Rosa Rivera
Commissioner Regina Phelps
Commissioner Sharron Treskunoff Bailey

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. Closed Executive Session:

* Pursuant to Government Code Section 54957 and Administrative Code 67.10, the Commission on the Status of Women will meet in closed session.

IV. ADJOURNMENT

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

11/28/95

Sonia Melara, Executive Director

AGENDA

Tuesday, November 28, 1995
25 Van Ness, Room 130
San Francisco, CA 94102
5:30 - 8 P.M.

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AGENDA

Roster:

President Patricia Chang
Vice President Terri Hanagan
Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Rosa Rivera
Commissioner Regina Phelps
Commissioner Sharron Treskunoff Bailey

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. Closed Executive Session:

* Pursuant to Government Code Section 54957 and Administrative Code 67.10, the Commission on the Status of Women will meet in closed session for Personnel matters.

IV. ADJOURNMENT

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

AGENDA

Thursday, November 30, 1995
25 Van Ness, Room 130
San Francisco, CA 94102
3:30 - 4:30 P.M.

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AGENDA

Roster:

President Patricia Chang
Vice President Terri Hanagan
Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Rosa Rivera
Commissioner Regina Phelps
Commissioner Sharron Treskunoff Bailey

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. Closed Executive Session:

* Pursuant to Government Code Section 54957 and Administrative Code 67.10, the Commission on the Status of Women will meet in closed session.

IV. ADJOURNMENT

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, November 30, 1995, 4:30 P.M.
25 Van Ness, Suite 70
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

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Roster:

President Patricia Chang
Vice President Terri Hanagan
Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Regina Phelps
Commissioner Rosa Rivera
Commissioner Sharron Treskunoff Bailey

** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES

   - October 26, 1995 Regular Meeting

4. PRESIDENTS REPORT

5. STAFF REPORT

6. OLD BUSINESS

   - Special Meeting

   ACTION: To approve the Special Meeting on January 9, 1995

- Summit Follow-up
- COSW Retreat

ACTION: To approve the date of January 27, 1996 for Retreat.

- Sexual Harassment Hearing

ACTION: To approve the date of January 18, 1996 for the Sexual Harassment Hearing.

7. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE
Update

B. EMPLOYMENT AND ECONOMICS COMMITTEE
- Affirmative Action

ACTION: Request COSW to endorse a one day conference on women and affirmative action to be held on March 9th, 1996.

- Policy: Regarding Request for Action by Individuals

ACTION: To direct staff to draft a policy for commission review and approval pertaining to non-city and county individual acts of discrimination against women.

- Letter to Buddhist church regarding discrimination matter

ACTION: Request to send a letter to the Buddhist Churches of America requesting they respond to Ms. Himaka's claim in a more expeditious manner.

C. POLICY ISSUES AND ACTION COMMITTEE
Update

8. LIAISON REPORTS

Friends Committee
- Event Meeting Update

9. PUBLIC COMMENT
10. ANNOUNCEMENTS
11. ADJOURNMENT

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

11/30/95

MINUTES
November 30, 1995

The Regular Meeting of the Commission on the Status of Women (COSW) was held on November 30, 1995 at 25 Van Ness Avenue, Suite 70, San Francisco, California at 4:30 P.M.

1. CALL TO ORDER/ROLL CALL

Noting a quorum of the commission was present, President Chang called the meeting to order at 4:40 P.M.

MEMBERS PRESENT	STAFF PRESENT
President Chang	Sonia Melara
Vice President Hanagan	Rosario Navarrette
Commissioner Gissler	Ann Lehman
Commissioner Phelps	Renee Williams
Commissioner Rivera	Leatrice Miyashiro
Commissioner Treskunoff Bailey	

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2. ADOPTION OF AGENDA

m/s/c (Hanagan/Gissler) to adopt the agenda.

3. ADOPTION OF MINUTES

October 26, 1995 Regular Meeting Minutes

m/s/c (Phelps/Hanagan) to adopt the minutes with one correction: The date of the minutes is October 26, 1995.

4. PRESIDENT'S REPORT

No report.

5. STAFF REPORT

Sonia Melara gave the staff report: A letter was sent to Supervisor Kaufman thanking her for the support she has given the COSW. The Continuum of Care - A Five Year Strategic Homeless Plan was given to the commissioners.

Two meetings with members of the Board of Supervisors were held in November. Commissioner Hanagan reported on Supervisor Bierman's meeting. Supervisor Bierman is seeking two individuals to be appointed to the Juvenile Justice Commission and the Maternal & Infant Care Task Force. Commissioner Ito, Valerie Pinkert of the Sexual Harassment Task Force, and Sonia Melara attended.

President Chang reported on the meeting with Supervisor Kaufman. Commissioner Phelps, Sonia Melara, Ann Lehman, and Barry Chersky of the Sexual Harassment Task Force attended. Supervisor Kaufman would like to get involved with the Sexual Harassment hearing.

Sonia Melara added that a database of women is being compiled for women who want to be appointed to commissions. President Chang stressed that all the commissioners should submit names and resumes of possible appointees to Sonia.

6. OLD BUSINESS

Special Meeting

m/s/c (Hanagan/Rivera) to approve a closed session meeting on January 9, 1995 at 5:30 P.M. to discuss personnel matters.

Summit Follow-Up

Sonia Melara stated that all the notes from the Women's Economic Agenda Summit had been typed up and handed them out to the commissioners. She would like the commissioners to add/delete information from the notes pertaining to the individual sessions they facilitated and either fax or call Renee Williams by December 7. President Chang thanked Renee Williams.

COSW Retreat

m/s/c (Phelps/Hanagan) to approve January 27, 1995 as the Annual Retreat date.

Sexual Harassment Hearing

m/s/c (Hanagan/Chang) to approve January 18, 1995 for the Sexual Harassment Hearing at 5:30 P.M. at the Board of Supervisors Chambers in the War Memorial Building.

7. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE

Commissioner Gissler gave the committee's report. Vice President Hanagan was introduced to the committee as the new co-chair. The committee will meet on the second Tuesday of every month, 3-5 P.M. Committee goals were discussed. An alternative structure for committee was discussed, focusing on domestic violence and sexual assault as two separate areas.

B. EMPLOYMENT AND ECONOMICS COMMITTEE

Ann Lehman gave the committee report. The committee thanked Vice President Hanagan for all her work and welcomed Commissioner Phelps to the committee as co-chair. There is a concern over one of the committee members, Ginette Geer, who has not shown up for 3 meetings. The Sexual Harassment Report's first draft is almost completed. Final comments are being made by Task Force members. The Civil Service Commission and the Human Rights Commission will join the COSW for the Sexual Harassment Hearing. The final draft of the report should be ready in two weeks for commissioner's review.

m/s/c (Phelps/Gissler) to endorse the one day conference on women and affirmative action to be held on March 9, 1996.

Ms. Lehman continued her committee report. Renee Williams gave a report on the Women's Economic Agenda Summit.

Requests for Action by Individuals from the Private Sector

The committee discussed not having a clear policy for handling individual cases of women from the private sector facing discrimination issues. Recent cases brought to the committee by members of the public prompted the committee to ask the COSW to develop a policy on how to respond to these requests. The policy draft is to be developed by staff, reviewed and approved by the Commission and City Attorney. Sonia Melara stated that she would like to hear commissioners' suggestions on what steps to include in the policy (i.e. write a letter).

Sonia Melara stated that an initial draft of the policy will be drafted by mid-January. The final policy probably will not be ready until March, 1996.

m/s/c (Gissler/Rivera) to direct staff to draft a policy for commission review and approval pertaining to non-City and County individual acts of discrimination against women.

Letter to Buddhist Church Regarding Discrimination Matter

A discussion was held on whether to table or send this action item back to committee until both sides of the case are invited to the committee meeting. President Chang stated that since no new policy is ready in dealing with this item, for the interim, the standard policy will be used. The Commission suggested sending this back to committee.

The committee also suggested giving an award to a woman who has done work in the area of sexual harassment prevention.

C. POLICY ISSUES AND ACTION COMMITTEE

Commissioner Rivera gave the committee report.

The committee met on November 11, 1995. The Women's Health Advisory Group had held two focus groups consisting of health care providers, policy makers, and community activists for follow-up on recommendations compiled from the focus groups held last year.

Carol Leigh reported that the Prostitution Task Force is going well, although merchants and non-profit sector members have dropped out of the task force. The second draft of the Prostitution Task Force report has been revised but is not yet ready for public review.

Sonia Melara raised concerns about Carol Leigh being the representative for COSW on the Prostitution Task Force and using COSW's name unless the Commission has specifically approved this representation. She was informed that when the Prostitution Task Force was formed by Supervisor Hallinan, he had requested a representative from COSW and Carol Leigh was appointed by the former COSW Executive Director. Ms. Melara would like Carol Leigh to omit COSW's name from the report until the COSW reviews the task force recommendations. Ms. Melara and Commissioner Rivera will meet to discuss this issue with Ms. Leigh.

Commissioner Gissler suggested that a policy be drafted on committee representatives also.

Commissioner Rivera continued her report: The "How To Get That Appointment" half day conference will be held on February 3, 1995 from 9 A.M. to 1P.M. at the Board of Supervisors Chambers. She asked commissioners to give Renee Williams names of women they wanted to invite. Sonia Melara added that National Women's Political Caucus might be a co-sponsor. President Chang suggested that organizations that include women of color be invited to participate.

Commissioner Rivera has asked Commissioner Treskunoff Bailey to form a task force on homelessness to address her concerns regarding women in Golden Gate Park. Malika Saada from the Family Rights Advocacy has been invited to report to the committee about this issue.

8. LIAISON REPORTS

FRIENDS COMMITTEE

Event Meeting Update

Sonia Melara reported on the Friends Committee meeting. They will send their minutes to the commissioners and ask that anyone with questions contact the president directly. They will be electing a new president by January, 1996. The commissioners requested a representative be sent to commission meetings and vice versa. President Chang stated that she will attend the Friends' January meeting and would like to see other commissioners take turns.

9. PUBLIC COMMENT

None.

10. ANNOUNCEMENTS

Commissioner Phelps shared a Women's Opportunity Week (WOW) information package sent to her by Darlene McKinnon.

Commissioner Rivera asked about the Adopt-A-Family program that was done at Christmas time every year. Sonia Melara stated that this year, we were planning to do the gift giving with the domestic violence shelters but the plans didn't work and it is now too late to join the Adopt-A-Family program. However, she suggested that the Commissioners join in the City and County Food Drive. There will be a box in the COSW office and canned and dried food items can be brought for the Food Drive.

11. ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 6:00 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

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2nd REVISED
MINUTES
November 30, 1995

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1. CALL TO ORDER/ROLL CALL

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President Chang	Sonia Melara
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Commissioner Gissler	Ann Lehman
Commissioner Phelps	Renee Williams
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Commissioner Treskunoff Bailey	

2. ADOPTION OF AGENDA

m/s/c (Hanagan/Gissler) to adopt the agenda.

3. ADOPTION OF MINUTES

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m/s/c (Phelps/Hanagan) to adopt the minutes with one correction: The date of the minutes is October 26, 1995.

4. PRESIDENT'S REPORT

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5. STAFF REPORT

Sonia Melara gave the staff report: A letter was sent to Supervisor Kaufman thanking her for the support she has given the COSW. The Continuum of Care - A Five Year Strategic Homeless

Plan was given to the commissioners.

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President Chang reported on the meeting with Supervisor Kaufman. Commissioner Phelps, Sonia Melara, Ann Lehman, and Barry Chersky of the Sexual Harassment Task Force attended. Supervisor Kaufman would like to get involved with the Sexual Harassment hearing.

Sonia Melara added that a database of women is being compiled for women who want to be appointed to commissions. President Chang stressed that all the commissioners should submit names and resumes of possible appointees to Sonia.

6. OLD BUSINESS

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m/s/c (Hanagan/Rivera) to approve a closed session meeting on January 9, 1995 at 5:30 P.M. to discuss personnel matters.

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Sexual Harassment Hearing

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7. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE

Commissioner Gissler gave the committee's report. Vice President Hanagan was introduced to the committee as the new co-chair. The committee will meet on the second Tuesday of every month, 3-5 P.M. Committee goals were discussed. An alternative structure for committee was discussed, focusing on domestic violence and sexual assault as two separate areas.

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Ann Lehman gave the committee report. The committee thanked Vice President Hanagan for all her work and welcomed Commissioner Phelps to the committee as co-chair. There is a concern over one of the committee members, Ginette Geer, who has not shown up for 3 meetings. The Sexual Harassment Report's first draft is almost completed. Final comments are being made by Task Force members. The Civil Service Commission and the Human Rights Commission will join the COSW for the Sexual Harassment Hearing. The final draft of the report should be ready in two weeks for commissioner's review.

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Ms. Lehman continued her committee report. Renee Williams gave a report on the Women's Economic Agenda Summit.

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The committee discussed not having a clear policy for handling individual cases of women from the private sector facing discrimination issues. Recent cases brought to the committee by members of the public prompted the committee to ask the COSW to develop a policy on how to respond to these requests. The policy draft is to be developed by staff, reviewed and approved by the Commission and City Attorney. Sonia Melara stated that she would like to hear commissioners' suggestions on what steps to include in the policy (i.e. write a letter).

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sides of the case are invited to the committee meeting. President Chang stated that since no new policy is ready in dealing with this item, for the interim, the standard policy will be used. The Commission suggested sending this back to committee.

The committee also suggested giving an award to a woman who has done work in the area of sexual harassment prevention.

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The committee met on November 11, 1995. The Women's Health Advisory Group had held two focus groups consisting of health care providers, policy makers, and community activists for follow-up on recommendations compiled from the focus groups held last year.

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8. LIAISON REPORTS

FRIENDS COMMITTEE

Event Meeting Update

Sonia Melara reported on the Friends Committee meeting. They will send their minutes to the commissioners and ask that anyone with questions contact the president directly. They will be electing a new president by January, 1996. The commissioners requested a representative be sent to commission meetings and vice versa. President Chang stated that she will attend the Friends' January meeting and would like to see other commissioners take turns.

9. PUBLIC COMMENT

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10. ANNOUNCEMENTS

Commissioner Phelps shared a Women's Opportunity Week (WOW) information package sent to her by Darlene McKinnon.

Commissioner Rivera asked about the Adopt-A-Family program that was done at Christmas time every year. Sonia Melara stated that this year, we were planning to do the gift giving with the domestic violence shelters but the plans didn't work and it is now too late to join the Adopt-A-Family program. However, she suggested that the Commissioners join in the City and County Food Drive. There will be a box in the COSW office and canned and dried food items can be brought for the Food Drive.

11. ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 6:00 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

12/11/95

Sonia Melara, Executive Director

COMMISSION ON STATUS OF WOMEN
Executive Session Meeting
Monday, December 11, 1995
412 Persia Avenue
San Francisco, CA 94112
5:30 - 8:00 P.M.

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AGENDA

Roster:

President Patricia Chang
Vice President Terri Hanagan
Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Rosa Rivera
Commissioner Regina Phelps
Commissioner Sharron Treskunoff Bailey

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. Closed Executive Session:

* Pursuant to Government Code Section 54957 and Administrative Code 67.10, the Commission on the Status of Women will meet in closed session to discuss personnel matters.

IV. ADJOURNMENT

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

12/14/95

Sonia Melara, Executive Director

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Meeting
Thursday, December 14, 1995, 3:30 P.M.
25 Van Ness, Suite 70
San Francisco, California 94102

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American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Patricia Chang
Vice President Terri Hanagan
Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Regina Phelps
Commissioner Rosa Rivera
Commissioner Sharron Treskunoff Bailey

3:30 EXECUTIVE SESSION: To discuss Sexual Harassment Hearing (Room 130)

4:30 REGULAR MEETING (Suite 70)

** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES

   - November 30, 1995 Regular Meeting

4. PRESIDENT'S REPORT

5. STAFF REPORT

6. OLD BUSINESS

7. NEW BUSINESS

8. COMMITTEE REPORTS

   A. VIOLENCE AGAINST WOMEN COMMITTEE

   B. EMPLOYMENT AND ECONOMICS COMMITTEE

   C. POLICY ISSUES AND ACTION COMMITTEE

9. LIAISON REPORTS

   Friends Committee
   Memorandum of Understanding
   ACTION: to approve Memorandum of Understanding between COSW and the Friends

10. PUBLIC COMMENT
11. ANNOUNCEMENTS
12. ADJOURNMENT

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

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Sonia Melara, Executive Director

MINUTES
December 14, 1995

The Regular Meeting of the Commission on the Status of Women (COSW) was held on December 14, 1995 at 25 Van Ness Avenue, Suite 70, San Francisco, California at 4:30 P.M. There was no quorum for the Executive Session at 3:30 P.M. on same day.

1. CALL TO ORDER/ROLL CALL

Noting a quorum of the commission present, President Chang called the meeting to order at 4:37 P.M.

MEMBERS PRESENT	STAFF PRESENT	MEMBERS EXCUSED
President Patricia Chang	Sonia Melara	Commissioner Phelps
Vice President Hanagan	Ann Lehman	Commissioner Treskunoff
Commissioner Gissler	Renee Williams	Bailey
Commissioner Ito	Leatrice Miyashiro	
Commissioner Rivera		

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2. ADOPTION OF AGENDA

m/s/c (Ito/Rivera) to adopt the agenda.

3. ADOPTION OF MINUTES

November 30, 1995 2nd Revised Minutes

m/s/c (Ito/Gissler) to adopt the minutes with the following changes:

On Page 3, under Employment and Economics Committee: lst paragraph, second to last sentence, change to: The Civil Service Commission and the Human Rights Commission will **participate in a joint hearing of COSW for Sexual Harassment.**

On Page 4, under Policy Issues and Action Committee: 6th paragraph, last sentence, change to: President Chang suggested that **women of color organizations be invited to participate.**

4. PRESIDENT'S REPORT

President Chang thanked Hillary Flynn, Ann Lehman and Commissioner Ito for their hard work

on the Sexual Harassment Task Force.

The meeting with Supervisor Leal was held the day before. Commissioner Hanagan reported that the meeting had gone well and that the Supervisor was very supportive in all of the issues presented to her. Sonia Melara mentioned that the Domestic Partners licensing fee issue would be followed up with Supervisor Leal's staff.

The meeting with Supervisor Hsieh had been canceled and Supervisor Alioto's meeting will be held the following week. President Chang thanked Renee Williams for working on arranging these meetings.

President Chang and Sonia Melara are meeting with the Coalition on Affirmative Action the next day and a meeting with Mayor-elect Willie Brown on sexual harassment is in the process.

5. STAFF REPORT

Sonia Melara has hired facilitator Jennie Curtis for the annual retreat. Ms. Curtis was recommended by President Chang. The retreat will be held at the California Academy of Sciences. Details about the retreat are forthcoming. Jennie Curtis will be calling all commissioners to get their input on the retreat. She has also asked that Commissioners call her if they have any questions.

Sonia Melara indicated that a complete copy of the new city charter had been distributed to all Commissioners. She asked the Commissioners to read at least the parts that pertained to COSW.

The Summit Document Production, Dissemination and Action memo was also disseminated to the Commissioners for their information. Ms. Melara asked commissioners to submit names of organizations to her that would be used in the final Summit Document mailing.

6. OLD BUSINESS

No Business.

7. NEW BUSINESS

No Business.

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE

Commissioner Gissler reported that there was no meeting but the committee had a very nice lunch together.

B. EMPLOYMENT AND ECONOMICS COMMITTEE

There was no meeting of the Employment and Economics Committee.

C. POLICY ISSUES AND ACTION COMMITTEE

There was no quorum for the Policy Issues and Action Committee, however, Commissioner Rivera reported that there was a meeting with Sonia Melara, Renee Williams, Belma Gonzales and herself at Kaiser Hospital regarding the annual pap smear issue. Renee Williams gave the commission a report on what transpired at the meeting that was held on December 18, 1995 with members of Kaiser Permanente's Hospital Administration staff.

9. LIAISON REPORTS

Friends Committee

The Friends met and elected officers for 1996: Marianne Wong - President; Mary Anne O'Shea - Vice President, Fiona Ma - Treasurer and Sheila Mullen - Secretary. The Friends have approved an internship grant for Esther Reyes starting January 2, 1995. Ms. Reyes will be working for the Friends on all activities of membership development and fundraising. Though, technically, she works for the Friends, Ms. Reyes will be available to assist on other COSW functions and projects.

Memorandum of Understanding

m/s/c (Hanagan/Ito) to adopt the memorandum of understanding between COSW and the Friends.

(Policy Issues and Action Committee - continued) Commissioner Rivera reported that she and Sonia Melara had met with Carol Leigh regarding the Prostitution Task Force. President Chang stated that this meeting had originated from the last Commission meeting regarding the concern that COSW's name was on the Prostitution Task Force Report without ongoing commission approval. They requested to Carol Leigh to leave COSW's name off the report until the document was completed and reviewed by the commission.

10. PUBLIC COMMENT

No comment.

11. ANNOUNCEMENTS

Commissioner Ito stated that January 18, 1996 was the firm date for the Sexual Harassment Task

Force hearing.

The Civil Service Commission and Human Rights Commission will also participate. She asked Commissioners if they knew of any key people to invite to the hearing to let Ann Lehman know. Ms. Ito also stated that if the new Mayor-elect was not ready to participate, the task force was open to a new date for the hearing.

The case of Dr. Odelia Braun was still pending and would be brought back to the Employment and Economics Committee. Reverend Himaka's sexual harassment case was dismissed at a summary judgement hearing.

12. ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 5:15 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

9/96

Sonia Melara, Executive Director

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Tuesday, January 9, 5:30 P.M.
25 Van Ness, 6th Floor Conference Room
San Francisco, California 94102

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AGENDA

Roster:

President Patricia Chang
Vice President Terri Hanagan
Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Regina Phelps
Commissioner Rosa Rivera
Commissioner Sharron Treskunoff Bailey

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. NEW BUSINESS

Closed Executive Session:

* Pursuant to Government Code Section 54957 and Administrative Code 67.10, the Commission on the Status of Women will meet in closed session to discuss personnel matters.

4. ADJOURNMENT

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A JOINT COMMISSION MEETING

**The Commission on the Status of Women,
the Civil Service Commission and the
Human Rights Commission**

Present:

The TASK FORCE ON SEXUAL HARASSMENT

Subject: Implementation Plan for the new sexual harassment policies for the City and County of San Francisco.

Purpose: To provide a forum for employee and professional organizations, city employees, department directors, department managers and members of the public to testify on the implementation plan.

Issues to be addressed include, but are not restricted to:

* The Sexual Harassment Task Force Implementation Plan
* The experience of sexual harassment from the perspective of City and County employees and employers
* The economic and social costs of sexual harassment to public sector employers and their employees
* How the public can be better educated about sexual harassment

Date: Thursday, January 18th, 1996
Time: 5:30-8:00 pm
Place: Board of Supervisor's Meeting Room
401 Van Ness, 3rd Floor
San Francisco, CA 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station is the Van Ness Station. Accessible MUNI Lines are the 6,7,42,49, 21 and 71 lines. Accessible seating for persons with disabilities. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (voice) or 252-2550 (TDD).

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Sonia Melara, Executive Director

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, January 25, 1996 4:30P.M.
25 Van Ness, Suite 70
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

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Commissioner Regina Phelps
Commissioner Rosa Rivera
Commissioner Sharron Treskunoff Bailey

** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES

   - December 14, 1995 Regular Meeting

4. PRESIDENT'S REPORT

5. STAFF REPORT

6. OLD BUSINESS

- Sexual Harassment Hearing
- 1996 COSW Retreat

7. NEW BUSINESS

- Civil Compromise Hearing Review

- 1996-97 COSW Budget

ACTION: To approve COSW's 1996-97 Budget

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE Report

B. EMPLOYMENT AND ECONOMICS COMMITTEE

No Report.

C. POLICY ISSUES AND ACTION COMMITTEE

No Report.

9. LIAISON REPORTS

Friends Committee

10. PUBLIC COMMENT
11. ANNOUNCEMENTS
12. ADJOURNMENT

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

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Sonia Melara, Executive Director

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, January 25, 1996 4:30P.M.
25 Van Ness, Suite 70
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

Revised A G E N D A

Roster:

President Patricia Chang
Vice President Terri Hanagan
Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Regina Phelps
Commissioner Rosa Rivera
Commissioner Sharron Treskunoff Bailey

** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES

   - December 14, 1995 Regular Meeting

4. PRESIDENT'S REPORT

5. STAFF REPORT

6. OLD BUSINESS

- Sexual Harassment Hearing
- 1996 COSW Retreat

7. NEW BUSINESS

- Civil Compromise Hearing Review

- 1996-97 COSW Budget

ACTION: To approve COSW's 1996-97 Budget

- National Organization of Women (NOW) March Endorsement

ACTION: To endorse the NOW March on April 14, 1996

- Santa Clara County COSW Affirmative Action Conference

ACTION: To endorse the Affirmative Action Conference sponsored by the Santa Clara COSW (date to be announced).

- Campaign to Save Women's Rights and Civil Rights

ACTION: To endorse state wide Campaign to Save Women's Rights and Civil Rights.

- Women's History Month Event

ACTION: To approve Awards plan for Women's History Month

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE Report
B. EMPLOYMENT AND ECONOMICS COMMITTEE
No Report.

C. POLICY ISSUES AND ACTION COMMITTEE
No Report.

9. LIAISON REPORTS

Friends Committee

10. PUBLIC COMMENT
11. ANNOUNCEMENTS
12. ADJOURNMENT

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

25/96

Sonia Melara, Executive Director

MINUTES
January 25, 1996

The Regular Meeting of the Commission on the Status of Women (COSW) was held on January 25, 1996 at 25 Van Ness Avenue, Suite 70, San Francisco, California at 4:36 P.M.

1. CALL TO ORDER/ROLL CALL

Noting a quorum of the Commission was present, President Chang called the meeting to order at 4:36 P.M.

MEMBERS PRESENT	STAFF PRESENT	MEMBER EXCUSED
President Chang	Sonia Melara	Commissioner Phelps
Vice President Hanagan	Rosario Navarrette	
Commissioner Gissler	Ann Lehman	
Commissioner Ito	Renee Williams	
Commissioner Rivera	Leatrice Miyashiro	
Commissioner Treskunoff Bailey		

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2. ADOPTION OF AGENDA

m/s/c (Hanagan/Gissler) to adopt the agenda with the change under Committee Reports: Delete "No Report" under Employment and Economics Committee and Policy Issues and Action Committee.

3. ADOPTION OF MINUTES

December 14, 1995 Regular Meeting

m/s/c (Treskunoff Bailey/Hanagan) to adopt the Minutes of December 14, 1995.

4. PRESIDENT'S REPORT

President Chang thanked all Commissioners for their work both in the office, on committees and participating in other events, such as the Sexual Harassment Public Hearing, which went extremely well. Commissioner Ito thanked staff, Ann Lehman and Hillary Flynn for their work on the Sexual Harassment Task Force and Sonia Melara for her coordination.

President Chang stated that a meeting was held in Police Chief Fred Lau's office with Vice President Hanagan, Sonia Melara, Rosario Navarrette, and herself. Police Lieutenant Sandy

Tong was also present. The meeting went very well and they foresee continuing to have a good working relationship. Work Orders received from the Police Department in the past were discussed. Chief Lau expressed his support for continuing the work orders through their training department.

5. STAFF REPORT

Executive Director Sonia Melara stated that this has been a very busy month, welcoming everyone who has been appointed to offices in the city and also working on the budget.

Vice President Hanagan mentioned that Emily Morse was instrumental in having Mayor Brown attend the Sexual Harassment Hearing and should receive a thank you letter.

6. OLD BUSINESS

Sexual Harassment Hearing

Event: The Sexual Harassment Task Force public hearing was held on January 18, 1996 at the Board of Supervisors Chambers to review the task force's implementation plan's draft.

Commissioner Ito thanked everyone for being at the hearing and stated that they are now in the process of sending thank you letters. The upcoming time line for the task force now is as follows:

- Meetings will be held to tie up loose ends on issues that arose from the hearing.
- Draft of the Implementation Plan will be finalized with feedback from Task Force to be given on February 27, 1996.
- Final Implementation Plan will be brought to the full Commission for approval in March or April.
- Final document to be presented to the Mayor's Office, Board of Supervisors and Department Heads within the City and County of San Francisco.

1996 COSW Retreat

Sonia Melara stated that a memo with agenda and directions to the retreat were included in their packets. She pointed out that Commissioners should prepare for the retreat by reading the Strategic Plan beforehand and be familiar with their specific committee material.

7. NEW BUSINESS

Civil Compromise Hearing Review

Issue: A hearing was held at the Board of Supervisors Chambers, Health, Public Safety

and Environment Committee where Supervisor Kaufman presented a resolution urging the courts not to use civil compromise in domestic violence cases.

Sonia Melara, Vice President Hanagan and Commissioner Ito attended the hearing. Commissioner Hanagan was pleased with the Board's reaction and proud of Supervisor Kaufman for bringing up the resolution. The judges opposed the interference by city government officials. The resolution passed with a word change from "urging the judiciary to does not believe the judiciary should use civil compromise in domestic violence cases."

Commissioner Rivera asked why the law wasn't changed through legislation instead of going through the Board of Supervisors. Sonia Melara stated that there are changes in progress through state legislation now being written to change the law. Commissioner Treskunoff Bailey pointed out that when laws are written, they leave "discretion" in the law so it gives the judges some leeway to use discretion. Therefore, it is up to the people to elect competent judges who will make the sound decisions in discretionary matters. Commissioner Ito stated that San Francisco judges use civil compromise excessively compared to other judges throughout the state.

PUBLIC COMMENT: Lurilla Harris stated that for the next judiciary election, statistics about San Francisco judges use of civil compromise should be made public as a women's concern.

The full Board of Supervisor's vote will take place the following Monday and Commissioners Hanagan, Ito and Chang will attend.

PUBLIC COMMENT: Lurilla Harris suggested getting in touch with District Attorney Hallinan to join forces in this effort.

1996 COSW Budget

Vice President Hanagan, President Chang and Sonia Melara had met and reviewed the budget. Items to note are:

- $195,000, one-time allocation for domestic violence programs is being added to the budget this year.
- Required salary additions and temporary part time accounting position are added. Part time accounting position to potentially grow to a full time position if funds for sexual assault are transferred from the Department of Public Health.
- Increased travel and training budget.
- Increased rent costs in anticipation of a move.

Vice President Hanagan stated that she and Sonia Melara had met with Lester Olmsted-Rose and

Beckie Masaki of the Domestic Violence Consortium. The Consortium had asked for additional monies for domestic violence programs. Their requests amounts to an additional $390,000. The Consortium will be preparing a packet to validate the additional monies. Therefore, since the budget will be due before the packet is ready, the request for additional funds for domestic violence will be included in the budget in the form of a cover letter.

PUBLIC OPINION: Lester Olmsted-Rose spoke on behalf of the Domestic Violence Consortium. He apologized for the late notice to the Commission about the request for additional funds, but he stated that the Consortium will lobby on behalf of the total COSW budget. The priority areas that need additional funds are bilingual, same sex, transitional and children's services.

Sonia Melara stated that the transitional homeless plan calls for 80 new transitional beds and if the consortium could tie their request for additional funds in with this plan, it might make it easier to validate the increase in the budget.

PUBLIC OPINION: Lurilla Harris stated that all documents discussed at Commission meetings should be made available to the public and also notice of the Sunshine Law should be included in the agenda.

Motion (Hanagan/Gissler) was made to approve the COSW 1996-97 budget as submitted with the additional approval of a letter that reflects the Domestic Violence Consortium's additional funds request.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Gissler, Hanagan, Ito, Rivera, Treskunoff Bailey. Motion carried.

NOTE: Commissioner Treskunoff Bailey leaves at 4:25 P.M.

President Chang reported that a COSW Regional Meeting had been held the previous Saturday to discuss Affirmative Action strategies. Three items were agreed upon to take back to individual commissions for approval. The following three motions are as follows.

National Organization of Women (NOW) March Endorsement

To endorse national a mass mobilization for Affirmative Action that will take place in San Francisco on April 14, 1996 organized by NOW.

m/s/c (Chang/Ito) to endorse the NOW national mass mobilization on April 14, 1996 for affirmative action.

Santa Clara County COSW Affirmative Action Conference

m/s/c (Hanagan/Gissler) to endorse the County of Santa Clara COSW's regional Speak Out in favor of Affirmative Action.

Campaign to Save Women's Rights and Civil Rights

President Chang stated that a campaign to defeat the California Civil Rights Initiative (CCRI) was started in Southern California. This campaign is to raise funds to do a media campaign to support the campaign to save affirmative action and expose an extreme and hidden section of the CCRI which will expressly permit discrimination against women and girls. To contact The Campaign for Affirmative Action, call (213) 634-7690.

President Chang had some concerns about the organization which were as follows:

- For the Board of Directors, they need to include members from Northern California if they want the participation from the whole state.
- The Board of Directors of the organization needs to include people of color similar to the Advisory Board.
- The positive aspect of this campaign is that they are at the forefront of organizing a major media campaign but they will need to represent the diverse communities in California.

m/s/c (Chang/Hanagan) to endorse the campaign to save Women's Rights and Civil Rights with a cover letter that includes our concerns: 1) that Northern California representations be added to the Board of Directors with the Board also being racially and ethnically diverse and 2) that any form of media represents California's diverse populations.

Women's History Month Event

Commissioner Rivera reported that the Women's History Month event will be held on March 27, 1996. Forms have been sent out in the mail. Renee Williams reported that the event will be held at Cowell Theater at Fort Mason with awards in three areas: The Arts which includes women or women's organizations that have made significant and innovative contributions to women in the Arts, Women's Health or individuals or organizations that have empowered and educated women and others on the barriers as well as the options that apply to women's health and finally Young Women's Empowerment regarding contributions of mentoring of a young woman or women.

m/s/c (Chang/Hanagan) to approve the Awards plan for Women's History Month.

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE

Commissioner Gissler reported on three issues:

- The committee is pleased that the 1993-94 Homicide Study which was done previously by the committee is now being done by Gregory Nah, a research associate with the San Francisco Injury Center, which is a part of the Centers for Disease Control. The report will be completed by March. At that time, the Commission will review the report and hold a press conference inApril.

- Committee structure will be discussed at upcoming COSW retreat.

- Ken Thiesen was received with the Anthony Logan Award. The Anthony Logan Award is given by the San Francisco Committee Lawyers for Civil Rights at their annual Martin Luther King Jr. Luncheon to a support person or paralegal who helps others who are marginalized. Congratulations to Ken!

PUBLIC COMMENT: A woman in the audience spoke up about how gay men's organizations try to take funds away from women's organizations (for example, Community United Against Violence). She stated that she was tired of seeing this happen and didn't want this to happen with COSW money.

President Chang thanked her for her comment and explained that CUAV was making a presentation on behalf of the San Francisco Domestic Violence Consortium.

B. EMPLOYMENT AND ECONOMICS COMMITTEE

Commissioner Ito stated that the committee spent some time reviewing Reverend Himaka's case. Reverend Himaka had a sexual harassment lawsuit against the Buddhist Churches of America. The suit was dismissed on motion. Reverend Himaka was considering refiling but she is being offered a settlement to pay all her legal costs to date. If she persues the case, and loses, she will be required to pay their legal fees. The sexual harassment case of Dr. Odelia Braun is more complex, and the committee and the Commission is in the process of developing a policy in this area to address these types of cases.

One of the committee members, Amy Hertz, has proposed some policy guidelines for requests received from outside City and County women. Sonia Melara will be incorporating these guidelines when she develops the policy for Commission review

C. POLICY ISSUES AND ACTION COMMITTEE

Commissioner Rivera reminded everyone of the "How To Get That Appointment" Workshop on February 3, 1996 to be held at the Board of Supervisors chambers from 8:30 A.M. to 12:30 P.M..

Sonia Melara added that members of the Board of Supervisors would be speaking on how they got appointed and new and former commissioners would also speak and discuss their experiences.

President Chang suggested that speeches should be kept short and question and answer sessions should be given ample time.

9. LIAISON REPORTS

FRIENDS COMMITTEE

Sonia Melara stated that Esther Reyes, the Friends intern is now working for the Friends and will be assisting Renee Williams with the Women's History Month event.

President Chang stated that she had met with the Friends at their January 4th meeting. Their intent was to focus on running the events.

Commissioner Rivera stated that Kaiser Permanente has unofficially expressed interest in sponsoring Women's History Month.

10. PUBLIC COMMENT

Lurilla Harris handed information on domestic violence and other issues to staff.

11. ANNOUNCEMENTS

- Sonia Melara stated that the new San Francisco Ethics Commission Open House would be held on Monday, February 12, 1996 from 5-7 P.M. at Fox Plaza, 1390 Market Street, Suite 701 in San Francisco.

- Commissioner Ito made an announcement about the community reception at St. Francis Hospital. Since she serves on the Advisory Board, she has seen the hospital get involved with domestic violence issues, funded a group to explore more education in Chinatown, advertise in ethnic papers, and tried to get funding for an HIV film for the Living Well Project. The reception will be held on February 7, 1996 from 5:30- 7:30 P.M. in the lobby area of the Hospital.

12. ADJOURNMENT

Being that there was no further business, President Chang adjourned the meeting at 6:07 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

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SPECIAL MEETING
COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Saturday, January 27, 1996
9:00 A.M
California Academy 0f Sciences
Golden Gate Park
San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available along Music Concourse near Academy's entrance. Accessible MUNI Line is the 44 bus line. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. NEW BUSINESS

   Discussion of 1996 Activities for the commission.
4. ANNOUNCEMENTS
5. PUBLIC COMMENT
6. ADJOURNMENT

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Commission on the Status of Women
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Sonia Melara, Executive Director

MINUTES
January 27, 1996

The Special Meeting of the Commission on the Status of Women was held on January 27, 1996 at the Goethe Room, Academy of Sciences, Golden Gate Park from 8:30 AM to 4:00 PM.

The meeting was called to order at 9:00 A.M.

MEMBERS PRESENT: Vice President Hanagan, Commissioner Gissler, Commissioner Ito, Commissioner Phelps , Commissioner Rivera and Commissioner Treskunoff Bailey.

STAFF PRESENT: Sonia Melara, Rosario Navarrette, Ann Lehman, Renee Williams and Leatrice Miyashiro.

The facilitator, Jennie Curtis began the retreat by asking the group what they would like to accomplish that day and the following goals were set:

- Sense of Accomplishment
- A feeling of moving forward
- Clarity around roles and responsibilities for staff, commissioners and committees
- Define relationship with Friends
- Develop team atmosphere
- Define plan for relating to media
- Allow for time to vent in safety

Lori Giorgi, COSW's representative from the City Attorney's office, attended and disseminated materials to Commissioners. She discussed the Powers and Duties of Commissioners under the San Francisco Administrative Code and the Powers and Duties of Boards and Commissions under the City Charter. She answered all questions that came up during the discussion.

Some of the major points discussed were as follows:

- Commissioners are appointed by the Mayor.

- The Commission acts as a body by a majority of the Commission, with a quorum of four Commissioners.

- As individuals, Commissioners have no power over staff.

- Four Commissioners constituties a quorum for COSW; a quorum is needed to pass any action item.

Charter prohibits the Commission from interfering with the day to day operations of the department, especially by individual commissioners. The Commission as a body can direct the Director to accomplish specific responsibilities. The chain of command must be recognized: i.e. commissioners speak to executive director and executive director speaks to employees. Commissioners must go through the executive director for committee business that directs staff to accomplish tasks not outlined on their committee responsibilities.

Commissions can hold public hearings but in some cases, such as in the sexual harassment case where a women was harassed by an outside subcontractor, power is limited. The jurisdiction of commissions in these types of cases must be finely delineated. However, they can potentially use their political power by exposing the act itself to the public and media. Therefore, the public must be aware of the commission's limitations when they approach the commission for help.

Questions were raised regarding the new charter's requirement for diversity, including gender, and how it would affect the Commission. Ms. Giorgi will find out the answer to that question.

In response to committee structures, Ms. Giorgi believes that the Human Rights Commission's committees and task force model seem to work.

In response to meeting for social purposes only, Ms. Giorgi believes that the Sunshine Law includes noticing social meetings of commissioners; however, each individual situation should be checked with COSW's city attorney representative.

Ms. Giorgi will not be COSW's attorney any longer. Amy Ackerman who is presently on maternity leave will take over.

Ms. Giorgi once again thanked the Commission for inviting her and welcomed calls anytime if there are questions.

The following materials were distributed to commissioners:

1. COSW Ordinance (Powers and Duties of the Commission on the Status of Women).
2. San Francisco Administrative Code, Chapter 33 COSW
3. Memo of January 22, 1990: Opinion No.90-01, Subject: Administraive Powers of the Parking and Traffic Commission prepared by Burk E. Delventhal and Thomas J. Owen, Deputy City Attorneys.
4. San Francisco Charter: Page 13 - 14 and Page 24.

The rest of the morning was spent doing exercises to get to know one another better, improving communication and visioning on the commission (presently and in the future).

There was a break for lunch at 12:15 - 12:45 P.M.

In the afternoon, commissioners and staff discussed:

- Accomplishments of 1995
- Goals for 1996
- Committee Restructure

(See attached notes from facilitator.)

The meeting was adjourned at 4:00 P.M.

Agreements for working together on 1/27

be honest	be respectful	disagree respectfully	be open (receiving)
be positive	humor-fun	use "I" statements	
full participation	keep on track	frame the context of your statements (venting, debate, rebuttal)	

Goals for 1/27

sense of accomplishments
a feeling of moving forward
clarity around roles and responsibilities-staff, commissioners, committees
define relationship with Friends
develop team atmosphere
define plan for relating to media
allow for time to vent in safety

Baggage Issues

Relationships
Communication
Structure

Bringing to the Table
(What we want the others to know)

Staff to Commissioners
we come from all different places
if we understand the rules and structure we can do whatever comes our way
we look forward to change in redefining roles and structure

Commissioners to Staff
no surprises
want clear communication
we will direct our concerns, ideas, desires to the Executive Director who we expect to in turn, pass on to staff
we are open to meaningful change

Listening Reminders

pay attention to feedback loop
listening without interrupting helps the speaker to feel respected
non-verbal clues are helpful for maintaining effective communication

Images of COSW

Steinbok-little entity within great big world
Reptile to friend-it looks as if the mammals are taking over
Watch out for the piranhas as you cross the steam
Nambika (pendulum)-balance the load
Birds and their role in the natural world

1995 Accomplishments

economic summit - 1st ever
substance abuse forum
Rosario appointed to state wide advisory council
opening of domestic violence center in hall of justice
established and staffed family violence council
wrote major grant
setup own database
set up sexual harassment task force, first draft being fine tuned
redefined plan for sexual assault services
set up data base for commissioners
2 award ceremonies that raised funds
worked with coalitions on welfare reform and affirmative action
connected to the internet
upgraded computers and obtained computer assistance
reactivated friends
added part time consultant and one full time staff
had a full commission (7 Commissioners)
free job referrals program
received an award-a first
hosted regional meeting for all COSW
300 economic technical assistance referrals
misdemeanor unit in DA's office for domestic violence
increased money available for domestic violence agencies
established policy action committee
developed a marketing plan
developed a strategic plan

Things we learned from last year:

- need more focus
- do fewer things
- set goals and objectives for whole organization, not committee by committee

COSW 1996 Goal Areas

Community Outreach
promotion (media
3 awards/(fundraising)
net stuff
weekly fax

Violence against women
expand funding base for domestic violence
coordination of women's community
top/bottom assistance
violence in workplace awareness
focus on sexual assault
domestic violence transitional program
administer domestic violence funds
expansion of domestic violence unit

Sexual Harassment
finish sexual harassment task force plan
set priorities for sexual harassment implementation plan
set up sexual harassment counseling program (S)
monitor sexual harassment task force implementation action
develop sexual harassment curriculum for schools
sexual harassment public awareness camp

Economic Summit
Economic summit (both)
Implement women's summit
Provide women's leadership in mayor's economic summit

Organizational Definition
committee definition
effective reorganization/structure
secure budget
plan for future - new money
staff support - accountant, grant writer, clerical support

Inclusiveness
provide response and advocacy for homeless women and kids
elder women-abuse, violence, sandwich
women in trades
include poor women
young women
translation of materials
equity/gender curriculum review
family friendly work environment
attacks on affirmative action and immigrants, economics
clearly strategize involvement in affirmative action issue

City Hall
develop relationship with mayor and administration
getting women appointed

Miscellaneous
Legislation-monitor, review
Regional COSW activities
Focus
Fill the holes
evaluate job referral service

Structure Ideas

1. have task forces on specific issues not related to committees, staffed by staff
2. abolish committees, set up educational forums by issue, meet quarterly, set up task forces as necessary
3. combine 1 and 2
4. have committees for personnel, budget, administration and mandated programs
5. setup committees around 3 goals outlined in mission and organize key issues under those committees, such as:

socioeconomics	equal treatment	policies/legislation
employment	sexual harassment	review legislation
business development	affirmative action	develop policy
	violence against women	develop legislation recommendations

What we want to preserve:

- continuity
- effective communication
- avoid duplication of services
- have tangible evidence of our existence
- use time to its greatest value
- coordinate with external groups who deal with similar issues

Reporting Flow

Commission to Committees

Commission-refers specific issues to committees
Committee addresses issues and refers recommended action back to Commissioners
Commissioners take action

Committees to Commissioners

Issues come to attention of committee from staff, public, committee members
Committee chair, key staff and Executive Director review issue for appropriateness
Committee addresses issue and either drops or refers recommended action to Commissioners
Commission Executive Committee and Executive Director review plan of action once issue is on agenda
Commission takes action

To Do's/Next Steps

research the needs of public as it relates to being actively involved with the COSW
redefine how interested community members are brought on to committees
place current strategic plan on back burner for now, focus on what is currently on our plate
draft goal statements for each of the 7 main goal areas
identify structure revisions (if any)
have a follow-up meeting with staff and Commissioners to review goals and set priorities

Issues Remaining

its not the what we are going to do, so much as how we are going to do it
sort out policy and operations

City & County of San Francisco
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Sonia Melara, Executive Director

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, February 22, 1996 at 4:30P.M.
25 Van Ness, Suite 70
San Francisco, California 94102

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AGENDA

Roster:

President Patricia Chang
Vice President Terri Hanagan
Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Regina Phelps
Commissioner Rosa Rivera
Commissioner Sharron Treskunoff Bailey

** *Public Comment will be heard after each agenda item.*

3:30 P.M. Closed session. (Meeting will be held in COSW Office-Room 130.)

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. NEW BUSINESS
   Closed Executive Session:

* Pursuant to Government Code Section 54957 and Administrative Code 67.10, the Commission on the Status of Women will meet in closed session to discuss personnel matters.

4:30 P.M. Regular Meeting

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES
   - ♦ January 25, 1996 Regular Meeting
   - ♦ January 27, 1996 Special Meeting
4. CONSENT CALENDAR
   - ♦ San Francisco City College: To co-sponsor Women's History Month Event on March 20, 1996
   - ♦ Endorsement of Affirmative Action luncheon on March 2, 1996 sponsored by various women's organizations including the Democratic Women's Coalition.
5. PRESIDENT'S REPORT
6. STAFF REPORT

7. OLD BUSINESS
   - ♦ San Francisco Domestic Violence Consortium Budget Presentation and possible action.

8. NEW BUSINESS
   - ♦ Women's History Month Awards Nominations Report

   ACTION: To accept the Women's History Month Awards Nominations Report

   - ♦ Women's Legal Defense Fund requests COSW endorsement of National Day of Committment to Children.

   ACTION: To endorse the Women's Legal Defense Fund's National Day of Committment to Children.

   - ♦ Sponsor Women in Action Lobby Day

   ACTION: To co-sponsor Women in Action Lobby Day: " Beyond Suffrage:Exercising Our Power" with co-sponsorship fee to be requested from the Friends of COSW.

   - ♦ Sponsor the California Agenda Conference in June 1996 (exact date to be determined).

   ACTION: To co-sponsor the California Agenda Conference: Bring the Beijing Platform for Action to the Grassroots.

9. COMMITTEE REPORTS

   A. VIOLENCE AGAINST WOMEN COMMITTEE
   B. EMPLOYMENT AND ECONOMICS COMMITTEE
   C. POLICY ISSUES AND ACTION COMMITTEE

10. LIAISON REPORTS
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Know Your Rights Under the Sunshine Ordinance
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Government's duty is to serve the public, reaching its decision in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance, or to report a violation of the Ordinance, contact the Sunchine Ordinance Task Force at 554-6075.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

SF
S85
#2
2/22/96

Sonia Melara, Executive Director

MINUTES
February 22, 1996

The Regular Meeting of the Commission on the Status of Women (COSW) was held on February 22, 1996 at 25 Van Ness Avenue, Suite 70, San Francisco, California at 4:38 P.M.

1. CALL TO ORDER/ROLL CALL

Noting a quorum of the Commission was present, President Chang called the meeting to order at 4:38 P.M.

MEMBERS PRESENT	STAFF	MEMBERS EXCUSED
President Chang	Sonia Melara	Commissioner Gissler
Commissioner Ito	Rosario Navarrette	Vice President Hanagan
Commissioner Phelps	Ann Lehman	Commissioner Treskunoff
Commissioner Rivera	Renee Williams	Bailey
	Leatrice Miyashiro	

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2. ADOPTION OF AGENDA

m/s/c (Ito/Phelps) to adopt the agenda.

3. ADOPTION OF MINUTES

m/s/c (Phelps/Rivera) to approve the January 25, 1996 Regular Meeting Minutes and January 27, 1996 Special Meeting Minutes.

4. CONSENT CALENDAR

m/s/c (Ito/Rivera) to approve to co-sponsor Women's History Month Event on March 20 at San Francisco City College.

m/s/c (Phelps/Rivera) to endorse Affirmative Action luncheon on March 2, 1996 sponsored by various women's organizations including the Democratic Women's Coalition.

5. PRESIDENT'S REPORT

President Chang reported that Sonia Melara, Executive Director of COSW will be inducted into the San Francisco State Hall of Fame that same evening.

The Commission has been very busy in the last few weeks with events. One of them was the How To Get That Appointment conference held on February 3, 1996. It went very well and credit is due to staff person, A. Renee Williams who coordinated the event. Another event held was the Strategic Planning Retreat held on February 27, 1996.

6. STAFF REPORT

Sonia Melara stated that the COSW budget for fiscal year 1996/97 has been submitted to the Mayor. She reminded the Commissioners that their Form 730 - Statement of Economic Interests needs to be filled out and returned prior to April 1, 1996.

7. OLD BUSINESS

San Francisco Domestic Violence Consortium Budget Presentation and possible action.

(*Item was postponed to a later time in the agenda.)

8. NEW BUSINESS

Women's History Month Awards Nominations Report

Commissioner Rivera gave the Awards Committee Report as follows:

Committee Chair: Commissioner Sharron Treskunoff Bailey. Committee Members: Viviana Paredes, Wenny Kusuma, Cynthia Carey-Grant, Sharon Hoff and Deborah Craig. The Awards Committee convened at 4:00 P.M. on Tuesday, February 13, 1996 and the results are as follows:

- Women's Health - Gayle Tang, R.N. at Kaiser Permanente, San Francisco
- Young Women's Empowerment - Bay Area Network of Latinas (BANELA) Mentoring Program
- Arts - Rhodessa Jones, Director of the MEDEA Project

The committee also wanted the records to reflect the runners-up in each category:

- Women's Health - Virginia "Ginger" Ayala, President and CEO of St. Luke's Health Center and Sr. Vice President of St. Lukes Hospital
- Young Women's Empowerment - San Francisco Bay Girl Scouts Council

- Arts - Janice Mirikitani

The committee looks forward to honoring the above award recipients at the March 27, 1996 event.

Renee Williams stated that there were 10 nominations for Young Women's Empowerment, 6 for the Arts and 13 for the Health categories.

m/s/c (Phelps/Ito) to accept Women's History Month Awards Nominations Report.

Women's Legal Defense Fund requests COSW endorsement of National Day of Committment to Children

m/s/c (Ito/Phelps) to adopt the endorsement of the Women's Legal Defense Fund National Day of Committment to Children.

Sponsor Women in Action Lobby Day

m/s/c (Ito/Phelps) to co-sponsor Women in Action Lobby Day: "Beyond Suffrage: Exercising Our Power".

Sponsor the California Agenda Conference in June 1996.

m/s/c (Rivera/Phelps) to co-sponsor the California Agenda Conference: Bring the Beijing Platform for Action to the Grassroots.

9. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE

Rosario Navarrette reported on committee report. The committee discussed issues that affects the community like civil compromise. Commissioner Hanagan spoke about recruiting volunteers. Other topics discussed were:

- Homicide Study of 93/94 - will bring action to Commission in March.
- Goals of committee and staff goals - one of first goals is to work on a strategic plan for the committee.
- Sexual Assault - how committee needs to get involved with this issue, task force is planning a hearing and COSW is to co-sponsor with Department of Public Health and other community organizations.

B. EMPLOYMENT AND ECONOMICS COMMITTEE

Commissioner Ito reported that there was no meeting in February for the committee. But the Sexual Harassment Task Force is having a meeting the following week. There was a meeting with Supervisor Kevin Shelley that day and he has given COSW his support. The Mayor has called for a meeting for all department heads to attend a sexual harassment training on February 24, 1996 from 9AM to 12 PM.

C. POLICY ISSUES AND ACTION COMMITTEE

Commissioner Rivera reported that there was no quorum for their committee meeting. Renee Williams reported on the successful How To Get That Appointment Conference. She reported that there was excellent sponsorship and 90 people attended the conference.

Commissioner Rivera extended her gratitude to Renee Williams, Sonia Melara and President Chang for filling in for people who were out ill that day.

10. LIAISON REPORTS

Friends Committee

Sonia Melara stated that the Friends are working together with Renee Williams on the next event coming up in March - Women's History Month.

***NOTE: Item under OLD BUSINESS: San Francisco Domestic Violence Consortium Budget Presentation and possible action is continued.**

Presenters in the audience included Leni Marin who represented the San Francisco Domestic Violence Consortium, Ariella Hyman - and Jessica Bucciarelli who represented DVC/Partners Ending Domestic Abuse. Lester Olmsted of CUAV also represented the Consortium.

Leni Marin thanked the Commission for allowing them to speak about the budget. At the last commission meeting, the increase of domestic violence funds was quoted as $390,000. The Consortium is actually asking for a $423,677 increase over the $195,000 already requested under the budget. Leni spoke about how the increases would impact the agencies and how much more women and children would be serviced.

Sonia Melara asked whether the group knew how many beds there are presently available in the shelters. Lester Olmsted stated that a better count would be to look at the number of nights a family is housed which gives a more accurate figure than the number of beds.

A highlight of the increase includes funds that are going to the San Francisco Neighborhood Legal Assistance Foundation who have been cut 57% in federal funding. The total increase for

this contract would be 93% or $99,000. Lester Olmsted commented on how important SNFLAF is to the domestic violence agencies and how they are interrelated.

Rosario Navarrette pointed out that COSW can adopt a proposal for "service", in relationship to legal services, but not a program or an agency, since the contract still needs to be put out for bid.

Sonia Melara stated that between now and the following week, the Consortium should prepare packets for all of the commissioners to review . Lester Olmsted stated that this would be done.

11. PUBLIC COMMENT

None.

12. ANNOUNCEMENTS

Sonia Melara stated that Renee Williams will be calling all of the commissioners regarding their availability to participate in the April 14, 1996 NOW Rally.

13. ADJOURNMENT

m/s/c (Phelps/Rivera) President Chang to adjourn the meeting at 6:00 P.M.

City & County of San Francisco
Commission on the Status of Women
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3/28/96
Cancelled

Sonia Melara, Executive Director

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NOTICE

The March 28, 1996 San Francisco Commission on the Status of Women Regular Commission Meeting has been cancelled.

City & County of San Francisco
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SF
S85.
#1
4/25/96

Sonia Melara, Executive Director

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, April 25, 1996 at 4:30P.M.
25 Van Ness, Suite 70, San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:
President Patricia Chang
Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Regina Phelps
Commissioner Rosa Rivera
Commissioner Sharron Treskunoff Bailey

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** *Public Comment will be heard after each agenda item.*

Closed Executive Session will begin at 3:30 - 4:30 P.M. before the Regular Commission Meeting.

1. CALL TO ORDER/ROLL CALL
2. NEW BUSINESS

*** Pursuant to Government Code Section 54957 and Administrative Code 67.10, the Commission on the Status of Women will meet in closed session to discuss personnel matters.**

3. ADJOURNMENT

Regular Commission Meeting

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES
   - February 22, 1996 Regular Meeting Minutes
4. PRESIDENT'S REPORT
5. STAFF REPORT
6. OLD BUSINESS
   - Sexual Harassment Task Force Implementation Plan

   ACTION: To approve the Sexual Harassment Task Force Implementation Plan

- Procedures on Commission's response to complaints filed by women from the private sector.

- Take Your Daughters To Work Day

7. NEW BUSINESS

- Vice President Terri Hanagan's Resignation

- Appointment of new Vice President

ACTION: To approve appointment of Caryl Ito as Vice President.

- Domestic Violence SB1876 - Disclosure of previous Acts of Violence

ACTION: To support SB1876.

- WOW: Women Opportunity Week

ACTION: To hold Women's Opportunity Week September 28 - October 4,1996.

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE Report

- Legislation:
  - SCR 46 - Domestic Violence Awareness Month
  - AB 2647 - Domestic Violence & Juvenile Court Proceedings
  - AB 508 - Domestic Violence - Curriculum development & Training in Schools
  - AB 1561 - Domestic Violence - Mandatory Training for Judges

ACTION: To endorse the following domestic violence bills: SCR 46, AB 2647, AB508, and AB1561.

B. EMPLOYMENT AND ECONOMICS COMMITTEE Report

C. POLICY ISSUES AND ACTION COMMITTEE Report

9. LIAISON REPORTS
Friends Committee

10. PUBLIC COMMENT

11. ANNOUNCEMENTS

12. ADJOURNMENT

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NEWS BULLETIN

Take Your Daughter to Work Day

April 25, 1996

The Mayor has urged all departments to participate on April 25, 1996 in *Take Our Daughters to Work Day*. This day is designed to focus attention on the neglected needs of girls. Recent studies continue to demonstrate that young girls have lower expectations for their futures than boys. During adolescence, many girls experience a sudden drop in self-esteem. While fully acknowledging that boys also have issues to deal with, funding dollars and programs tend to focus on boys' needs. This day was created specifically to let girls know that they too are important and have many opportunities in their futures.

WHAT TO DO?

For *Take Our Daughters to Work Day* we envision a day when girls from all parts of our community, every ethnic group, and every neighborhood get the chance to see adults at work in offices, schools, court rooms, hospitals and every kind of workplace you can think of. It would be especially meaningful for girls to have positive role models to meet and discover the variety of professional opportunity available to them.

Last year, girls were seen assisting on buses and trains, learning about computers, conducting interviews, sitting with judges and lawyers in court and acting as Supervisors for the City of San Francisco, working on newsletters, meeting with department officials, touring facilities, discussing with managers/supervisors each unit's functions and touring City Hall.

We think the day should be as educational as possible. In this regard, setting up meetings with a variety of people in different job situations to discuss what they do and answer questions would be very beneficial. In addition, it is empowering to feel a sense of accomplishment. If each girl could have at least one significant task that she could do (age appropriate) that would give her a sense of achievement. Projects like developing a poster appealing to young people regarding your work, putting together a chart, giving her view at a meeting on something related to working in the community, or reorganizing a section of a library are all possibilities.

For further information contact Ann Lehman (415) 252-2570. We hope you will join us in making this a meaningful day for the girls of San Francisco and creating something very positive for our collective future.

Commission on the Status of Women
25 Van Ness # 130
San Francisco, CA 94530
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Sonia Melara, Executive Director

MINUTES
April 25, 1996

The Regular Meeting of the Commission on the Status of Women (COSW) was held on April 25, 1996 at 25 Van Ness Avenue, Suite 70, San Francisco.

1. CALL TO ORDER/ROLL CALL

Noting a quorum of the Commission was present, President Chang called the meeting to order at 4:30 P.M.

MEMBERS PRESENT	STAFF	MEMBERS EXCUSED
President Chang	Sonia Melara	Commissioner Gissler
Commissioner Ito	Rosario Navarrette	Commissioner Rivera
Commissioner Phelps	Renee Williams	
Commissioner Treskunoff Bailey	Leatrice Miyashiro	

2. ADOPTION OF AGENDA

m/s/c (Ito/Phelps) to adopt the agenda with the following changes: Agenda items: Move action items: Sexual Harassment Task Force Implementation Plan, Appointment of new Vice President and WOW: Women's Opportunity Week after the adoption of the agenda, since a commissioner has to leave early. The endorsement of the domestic violence legislation is to be reviewed by the commissioners and if there are any concerns, contact Rosario Navarrette within 48 hours.

3. OLD BUSINESS

Sexual Harassment Task Force Implementation Plan

Commissioner Ito thanked Ann Lehman, Hillary Flynn and Sonia Melara for their hard work on the Implementation Plan. She also thanked Commissioner Gissler for her assistance with editing, and Department of Human Resources staff and the Sexual Harassment Task Force members for their input.

The final plan was handed out to the commissioners. This version includes a more detailed table of contents and reformatting to make the document more readable.

Commissioner Ito stated that approving this plan would be in keeping with the spirit of continuing to work with various departments and unions involved to fine tune certain areas of the

plan.

Commissioner Ito recognized Rebecca Prozan of the Mayor's office in the audience who also had assisted the task force in finalizing the plan, and thanked her.

m/s/c (Ito/Treskunoff Bailey) to approve the Sexual Harassment Task Force Implementation Plan with the understanding that final details are still being worked out with the Department of Human Resources, Mayor's office and City Attorney's office.

President Chang thanked Commissioner Ito together with Ann Lehman for their countless hours of work on this project.

4. NEW BUSINESS

Appointment of New Vice President

Due to Vice President's M. Terri Hanagan's resignation, President Chang has appointed Commissioner Ito as the Vice President of the Commission and asked for the Commission's confirmation.

m/s/c (Chang/Phelps) to confirm appointment of Caryl Ito as Vice President.

WOW: Women's Opportunity Week

Sonia Melara explained that the Women's Opportunity Week (WOW) idea came out of the Women's Economic Summit. Several events already in existence (i.e. Women, Violence & Substance Abuse Conference, Summit issues etc.) will be brought together under one umbrella.

The kickoff for WOW begins Saturday, September 28, 1996 with a Health Fair co-sponsored by Kaiser and the Department of Public Health. Other departments participating will be the Department of Recreation and Parks and Police Department who will assist with the children's activities that day. A reception will be held on Monday. On Tuesday, Domestic Violence Awareness Month will be kicked off. From Wednesday through Friday, there will be a conference which will cover issues of Domestic Violence, Substance Abuse, Health, Employment and Business.

PUBLIC COMMENT: Lurilla Harris commented that Kaiser is in considerable controversy at this time, and asked if it would it be possible to have another hospital also as a co-sponsor?

Sonia Melara responded by stating that Kaiser was the Commission's co-sponsor for Women's History Month and part of their sponsorship package was to do a health event with the Commission, therefore the Health Fair completes the sponsorship. She also stated other hospitals will be invited to participate.

m/s/c (Ito/Phelps) to hold Women's Opportunity Week September 28 -October 4, 1996.

NOTE: Commissioner Treskunoff Bailey leaves at 4:45 P.M.

President Chang goes back to the regular agenda. She states that the Adoption of Minutes will be done at next month's commission meeting.

5. PRESIDENT'S REPORT

President Chang stated that the Commission had participated in the Action Day with the National Organization for Women (NOW) March on April 14, 1996. She thanked Commission Secretary Leatrice Miyashiro for making the banner and Renee Williams for organizing COSW contingent and making posters for the march.

For Women's History Month Awards event, President Chang thanked all of the staff and particularly Sonia Melara and Renee Williams for all of their work. Overall, the reaction to the event was overwhelmingly favorable.

6. STAFF REPORT

Sonia Melara stated that the month of March - Women's History Month was a very busy month with many speaking engagements.

Regarding the budget process, the Mayor has stated that he would like departments to stick to last year's "baseline" budget amounts except for increases under MOUs (Memorandum of Understanding). The Department of Public Health has signed an MOU with COSW to transfer Adult Sexual Assault services, which includes a half time person. In the meantime, Ann Lehman has decided to start working half time. Therefore, Ann's other half time position will be added to the Dept. Of Public Health's half time position to administer the Violence Against Women contracts. In addition, we are asking for an accounting position to support accounting functions in the budget. The department is also looking to marketing sexual harassment training to the private sector to raise additional funds.

Once the new person is on board, Rosario Navarrette will be responsible for all Violence Against Women coordination and policy, Renee Williams - Employment and Economics (including committee) and the new person will staff the Policy, Issues and Action Committee, in addition to her other responsibilities. Ann Lehman will continue to be in charge of all sexual harassment issues.

Ms. Melara attended the Mayor's Economic Summit and found it interesting. Several innovative programs were presented. Commissioner Phelps commented that a lot of people from different factions were brought together in the same room and noticed the lack of women speakers/presentors.

Sonia Melara stated that the Women's Economic Summit Agenda document has been finalized and presented to the Commission. This document will be sent out to people who participated in the summit.

PUBLIC COMMENT: Lurilla Harris commented that she had some corrections for the document and would contact staff with her input.

Another document presented to the commissioners was the CEWAER Corporate Dinner on May 14, 1996 that Sonia Melara encouraged commissioners to attend.

Lastly, a document from the Mayor's office "An Overview of the Laws and Rules for City Commissioners" was included in the commissioner's packets.

7. OLD BUSINESS

Procedures on Commission's response to complaints filed by women from the private sector.

Sonia Melara requested Commissioners give their input on these procedures and for the Employment and Economics Committee to discuss it. The final document will be on the May Regular Commission meeting for a vote.

Melba Maldonado from the Mayor's office of Criminal Justice was introduced as COSW's liaison that will work with our department and who will be attending COSW commission meetings.

Take Your Daughters To Work Day

Rebecca Prozan from the Mayor's Office presented a proclamation to the Commission announcing April 25, 1996 as "Take Your Daughters To Work Day".

President Chang commented that Marie Wilson of the Ms. Foundation, the initial founder of Take Your Daughters To Work Day was still receiving threatening phone calls to their office about this event. Commissioner Phelps noticed how little publicity there was regarding this day prior to the actual date. Sonia Melara stated that a lot of education needs to be done about Take Your Daughter To Work Day in advance. Next year, the Commission will do more.

PUBLIC COMMENT: Lurilla Harris stated that at the San Francisco Newspaper Agency, they told women to apply to take their daughter to work and there were so many applications, they had to tell people to stop applying.

8. COMMITTEE REPORTS

A. Employment and Economics Committee Report

Vice President Ito stated that there will be a committee meeting on April 30, 1996 introducing new members and setting new goals. She also stated that Commissioner Phelps would be in charge of the Women Who Make A Difference event. Commissioner Phelps announced that the nomination forms for this event would be sent out the following week. They are seeking women and companies from the private and public sector who have made a difference in women's employment and economics as well as someone who has made a difference in the area of sexual harassment.

B. Policy, Issues and Action Committee

In Commissioner Rivera and Treskunoff Bailey's absence, Renee Williams gave the committee report. The Women's History Month celebration was well attended by approximately 300 people from various sectors of the community. There were many new participants who had not attended other Commission functions, which clearly reflected the good outreach efforts of all involved. The Mayor's attendance and words were timely and appreciated as well as the words of Supervisor Shelley and the attendance of many other dignitaries. The awardees were gracious and the performers were outstanding.

A special thank you goes out to Commissioner Ito for stepping in during President Chang's absence, to Commissioner Treskunoff Bailey for chairing the awards committee and to all the staff and volunteers for their collective and evident hard work.

C. Violence Against Women Committee

Rosario Navarrette reported that the Speak Out on Sexual Assault went very well and survivors who spoke were very pleased with the opportunity. There was good response from the service providers. Some of the issues covered were: evidence collection, sensitivity training, public awareness, reporting aspects of sexual assault and a strong evidence of lack of resources.

A discussion followed. Some statements that came out of discussion were as follows:

- Majority of survivors did not go to police.
- The issue of sexual assault in housing projects needs to be dealt with.
- 72 hours is not enough time to report an assault.
- There are no resources for incest survivors.
- Cultural aspects of community regarding sexual assault needs to be addressed.

Ms. Navarrette stated that a draft of the report from the Speak Out would be incorporated into Supervisor Alioto's hearings on gang rape which will be held soon.

Department of Public Health and will be working closely with the Commission.

9. LIAISON REPORTS

Friends Committee

Sonia Melara reminded everyone of the invitation to tea from the Friends Committee and encouraged attendance. She has asked that the Friends pay 50% of the tickets to the PAAWBAC (Pacific Asian American Women Bay Area Coalition) Awards event. Ms. Melara stated that she and the Friends had met with Nordstroms and they have consented to sponsor $10,000 for the Women Who Make A Difference event.

10. PUBLIC COMMENT

None.

11. ANNOUNCEMENTS

None.

12. ADJOURNMENT

The meeting was adjourned at 5:40 P.M.

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Commission on the Status of Women
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Sonia Melara, Executive Director

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, May 23, 1996 at 4:30P.M.
25 Van Ness, Suite 70, San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Patricia Chang
Vice President Caryl Ito
Commissioner Cynthia Gissler
Commissioner Regina Phelps
Commissioner Rosa Rivera
Commissioner Sharron Treskunoff Bailey

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** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES
   - February 22, 1996 Regular Meeting Minutes

4. PRESIDENT'S REPORT

5. STAFF REPORT

6. OLD BUSINESS
   - Procedures on Commission's response to complaints filed by women from the private sector.

   ACTION: To approve procedures to assist women who face Employment Discrimination.

7. NEW BUSINESS

   - October 19th Conference -Chinese Community Health Education Council

   ACTION: To endorse the October 19th Conference of the Chinese Community Health Education Council.

Approval of Committee Members

- Approval of Laura A. Olsen as a new member to serve on the Employment and Economics Committee.

ACTION: To approve Laura A. Olsen as a new member of the Employment and Economics Committee.

- Approval of new members of the Policy Issues and Action Committee.

ACTION: To approve new members of the Policy Issues and Action Committee.

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE Report

- Update on time of meeting & frequency

Legislation:

- SB2160 (Leslie) Murder "evidence of domestic violence
- AB2170 (Knox) Domestic Violence: Arrest
- AB 3246 (Speier) Domestic Violence: Protective Orders

ACTION: To support SB2160, AB2170 and AB3246.

B. EMPLOYMENT AND ECONOMICS COMMITTEE Report

C. POLICY ISSUES AND ACTION COMMITTEE Report

9. LIAISON REPORTS
Friends Committee

10. PUBLIC COMMENT

11. ANNOUNCEMENTS

12. ADJOURNMENT

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Sonia Melara, Executive Director

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, May 23, 1996 at 4:30P.M.
25 Van Ness, Suite 70, San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

Revised AGENDA

Roster:
President Patricia Chang
Vice President Caryl Ito
Commissioner Cynthia Gissler
Commissioner Regina Phelps
Commissioner Rosa Rivera
Commissioner Sharron Treskunoff Bailey

** *Public Comment will be heard after each agenda item.*

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1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES
   - February 22, 1996 Regular Meeting Minutes
   - April 25, 1996 Regular Meeting Minutes

4. PRESIDENT'S REPORT

5. STAFF REPORT

6. OLD BUSINESS
   - Procedures on Commission's response to complaints filed by women from the private sector.

   ACTION: To approve procedures to assist women who face Employment Discrimination.

7. NEW BUSINESS
   - October 19th Conference -Chinese Community Health Education Council

   ACTION: To endorse the October 19th Conference of the Chinese Community Health Education Council.

Approval of Committee Members

- Approval of Laura A. Olsen as a new member to serve on the Employment and Economics Committee.

ACTION: To approve Laura A. Olsen as a new member of the Employment and Economics Committee.

- Approval of new members of the Policy Issues and Action Committee.

ACTION: To approve new members of the Policy Issues and Action Committee.

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE Report

- Update on time of meeting & frequency

Legislation:

- AB 3246 (Speier) Domestic Violence: Protective Orders

ACTION: To support AB3246.

B. EMPLOYMENT AND ECONOMICS COMMITTEE Report

C. POLICY ISSUES AND ACTION COMMITTEE Report

9. LIAISON REPORTS
Friends Committee

10. PUBLIC COMMENT

11. ANNOUNCEMENTS

12. ADJOURNMENT

Know Your Rights Under the Sunshine Ordinance
(Chapter 67 of the San Francisco Administrative Code)

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City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

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Sonia Melara, Executive Director

Revised MINUTES
May 23, 1996

The Regular Meeting of the Commission on the Status of Women (COSW) was held on May 23, 1996 at 25 Van Ness Avenue, Suite 70, San Francisco.

1. CALL TO ORDER/ROLL CALL

Noting a quorum of the Commission was present, President Chang called the meeting to order at 4:40 P.M.

MEMBERS PRESENT	STAFF	MEMBER EXCUSED
President Chang	Sonia Melara	Commissioner Treskunoff Bailey
Vice President Ito	Rosario Navarrette	
Commissioner Gissler	Ann Lehman	
Commissioner Phelps	Renee Williams	
Commissioner Rivera	Leatrice Miyashiro	

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2. ADOPTION OF AGENDA

m/s/c (Gissler/Rivera) to adopt the revised agenda.

3. ADOPTION OF MINUTES

m/s/c (Rivera/Gissler) to adopt the minutes of February 22, 1996.

m/s/c (Ito/Gissler) to adopt the minutes of April 25, 1996.

4. PRESIDENT'S REPORT

President Chang introduced and welcomed the newly chosen commissioner for COSW, Julie Brandt. Official date for the Swearing-In is still to be determined. President Chang also thanked Commissioner Ito and Phelps for attending the Friends of COSW Tea held at the Sheraton Palace the past week.

5. STAFF REPORT

Sonia Melara introduced Melyssa Jo Kelly as the new staff person who will start June 3, 1996 in the COSW office. Ms. Kelly will be the new coordinator for the domestic violence contracts.

Ms. Melara also gave a report on the current budget process for next fiscal year. The good news is that the Mayor approved the $195,000 additional funds to cover last year's one time funding. In addition, the half time accounting position has been approved. Unfortunately, there was no increase for new office space. This means that the office loses any kind of conference space or private space to meet with women who seek out assistance. We will continue to work with the Mayor's office to identify new/add office space.

Sonia Melara attended the CEWAER Conference and participated in the affirmative action and Abortion Issues workshops. The Commission is working on the Women Opportunity Week (WOW) which will start with a Health fair and is followed by three full days of conferences on Violence Against Women, Substance Abuse and Women and Employment Issues.

Valerie Stoupas was introduced as the new city attorney for COSW.

6. OLD BUSINESS

Procedures on Commission's response to complaints filed by women from the private sector.

Commissioner Phelps pointed out the phrase in paragraph four of the handout "Policy for Assisting Women Who Face Employment Related Discrimination". The third sentence states that "The Commission can intervene in cases in litigation, if it relects a pattern, especially with organizations where women have been a "minority" (i.e.women in the trades). Ms. Phelps was concerned about the Commission's legally exposing itself to support these cases. Vice President Ito stated that this was the hardest part about determining commission policy. In the past, the COSW has limited itself to providing letters of support to women seeking assistance. Every case would be evaluated on a case by case basis.

m/s/c (Gissler/Rivera) to approve procedures to assist women who face Employment Discrimination.

Rebecca Prozan of the Mayor's office was introduced as being present.

7. NEW BUSINESS

October 19th Conference-Chinese Community Health Education Council

Sonia Melara stated that the Domestic Violence Education Campaign of the Chinese Community Health Education Council was seeking the Commission's endorsement to lend our name to promote their conference. No financial support is provided.

m/s/c (Gissler/Rivera) To endorse the October 19th Conference of the Chinese Community Health Education Council.

Approval of Committee Members

Approval of Laura A. Olsen as a new member to serve on the Employment and Economics Committee.

Vice President Ito stated that Laura Olsen was recommended by Darlene McKinnon, a former member of the Employment and Economics Committee, to represent Small Business Administration on the committee.

m/s/c (Ito/Phelps) to accept Laura A. Olsen as a new member of the Employment and Economics Committee.

Approval of new members of the Policy Issues and Action Committee

Commissioner Rivera gave background material of four nominees for the Policy Issues and Action Committee. The four nominees are Melanie Fontilla, Belma Gonzales, Bettina Kohlbrenner and Lorene Walker.

m/s/c (Gissler/Ito) to approve Melanie Fontilla, Belma Gonzales, Bettina Kohlbrenner and Lorene Walker to be members of the Policy Issues and Action Committee.

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE REPORT

Legislation

AB 3246 (Speier) Domestic Violence: Protective Orders

Commissioner Gissler read the background summary of AB3246.

m/s/c (Gissler/Rivera) to support AB3246.

Commissioner Gissler stated that the committee would be meeting every other month on the second Tuesday of the month from 9:00 to 11:00 A.M.

B. EMPLOYMENT AND ECONOMICS COMMITTEE REPORT

Commissioner Phelps reported that the Women Who Make A Difference event would be held on August 22, 1996 at the Galleria Showplace from 5:30 to 7:30 P.M. Nomination forms have gone out and are due on June 14th. There will be a jury convening to decide the winners on June 25,

1996. They are trying to procure "Women Walking Tall" as entertainment for the event. The invitations will be going out by the end of July. Nordstrom is a major sponsor but they are still seeking sponsors.

Vice President Ito added that the committee will be meeting every other month. Staff person Renee Williams is working on the "No on CCRI" issue. The committee will also be working on the Economic Agenda issues. They are looking for groups of women who need information on the No on CCRI campaign. If anyone knows any groups, contact Renee Williams at the COSW office. Space to house women working on No on CCRI campaign is being sought in the San Francisco area for May 30th through June 5th. If anyone knows of a space, contact Abbe Land with the Feminist Majority at (213) 651-0495. Renee Williams added that the No on CCRI campaign are aligning with the National Lawyers Guild and Equal Rights Advocates. To inform city employees in San Francisco about this issue, there will be brown bag meetings in the city.

Vice President Ito stated that the Sexual Harassment Task Force is continuing to work. A reception to thank the members of the task force for their hard work will be held on June 20, 1996 from 5:30- 7:30 at Delancy Street Restaurant. The Commissioners were invited.

C. POLICY ISSUES AND ACTION COMMITTEE REPORT

Commissioner Rivera reported that the committee had not met.

9. LIAISON
Friends Committee

Sonia Melara reported that the Friends held a Tea that was very successful. The first newsletter has come out and got rave reviews. Ms. Melara explained that the newsletter stated the Commission meeting times to cut costs of sending out agendas to everyone. If someone wants an agenda, they can call the Commission office. Esther Reyes, the Friends intern has decided to leave the Friends. The Friends are also sponsoring the Sexual Harassment Task Force reception. The next scheduled meeting will be June 6, 1996 where they will discuss volunteers.

10. PUBLIC COMMENT

Melyssa Jo Kelly stated that she was very honored to be selected to work for the Commission, thanked everyone and looking forward to working for the Commission.

11. ANNOUNCEMENTS

Vice President Ito announced that Sharon Hoff has been appointed to the Juvenile Justice Commission, an appointment that COSW recommended.

President Chang reported that CAWA (California Women's Agenda), the California follow up to

the Beijing Women's Conference, will be holding their conference during the last week in June. Sonia Melara, Renee Williams and President Chang will be attending.

12. ADJOURNMENT

Being that there was no further business, President Chang adjourned the meeting at 5:34 P.M.

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Commission on the Status of Women
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Sonia Melara, Executive Director

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, June 27, 1996 at 4:30P.M.
25 Van Ness, Suite 70, San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Patricia Chang
Vice President Caryl Ito
Commissioner Julie Brandt
Commissioner Cynthia Gissler
Commissioner Regina Phelps
Commissioner Rosa Rivera
Commissioner Sharron Treskunoff Bailey

** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES

   - May 23, 1996 Regular Meeting Minutes

4. PRESIDENT'S REPORT

5. STAFF REPORT

6. OLD BUSINESS

7. NEW BUSINESS

   - Extend an invitation to the State Commission to meet in San Francisco.

   ACTION: To invite the California Commission on the Status of Women to hold their quarterly meeting in San Francisco on September 30, 1996 in conjunction with Women's Opportunity Week.

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE Report - No Report

B. EMPLOYMENT AND ECONOMICS COMMITTEE Report - No Report

C. POLICY ISSUES AND ACTION COMMITTEE Report

9. LIAISON REPORTS
Friends Committee

10. PUBLIC COMMENT

11. ANNOUNCEMENTS

12. ADJOURNMENT

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Sonia Melara, Executive Director

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Revised AGENDA

Roster:

President Patricia Chang
Vice President Caryl Ito
Commissioner Julie Brandt
Commissioner Cynthia Gissler
Commissioner Regina Phelps
Commissioner Rosa Rivera
Commissioner Sharron Treskunoff Bailey

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** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES

   - May 23, 1996 Regular Meeting Minutes

4. PRESIDENT'S REPORT

5. STAFF REPORT

6. OLD BUSINESS

7. NEW BUSINESS

   - Extend an invitation to the State Commission to meet in San Francisco.

   ACTION: To invite the California Commission on the Status of Women to hold their quarterly meeting in San Francisco on September 30, 1996 in conjunction with Women's Opportunity Week.

- August Commission Meeting Date Change

ACTION: To set a date for August Commission Meeting.

8. COMMITTEE REPORTS

   A. VIOLENCE AGAINST WOMEN COMMITTEE Report - No Report

   B. EMPLOYMENT AND ECONOMICS COMMITTEE Report - No Report

   C. POLICY ISSUES AND ACTION COMMITTEE Report

9. LIAISON REPORTS

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MINUTES
June 27, 1996

The Regular Meeting of the Commission on the Status of Women (COSW) was held on May 23, 1996 at 25 Van Ness Avenue, Suite 70, San Francisco.

1. CALL TO ORDER/ROLL CALL

Noting a quorum of the Commission was present, Vice President Ito called the meeting to order at 4:36 P.M.

MEMBERS PRESENT	STAFF	MEMBER EXCUSED
Vice President Ito	Sonia Melara	President Chang
Commissioner Brandt	Ann Lehman	
Commissioner Gissler	Renee Williams	
Commissioner Phelps	Melyssa Jo Kelly	
Commissioner Rivera	Leatrice Miyashiro	
Commissioner Treskunoff Bailey		

2. ADOPTION OF AGENDA

m/s/c (Gissler/Brandt) to adopt the revised agenda.

3. ADOPTION OF MINUTES

m/s/c (Gissler/Brandt) to adopt the Revised Minutes of May 23, 1996 with the addition to Page 2, under Old Business, "Procedures on Commission's response to complaints filed by women from the private sector"- 1st paragraph, 5th sentence will read - "In the past, the COSW has limited itself to providing letters of support to women seeking assistance and due process."

Note: Commissioner Treskunoff Bailey arrives at 4:40 P.M.

4. PRESIDENT'S REPORT

Vice President Ito announced that President Chang will chair the Sexual Assault Task Force. She also commended Renee Williams on the great work done on the Economic Agenda which is out in print. A welcome went out to new commissioner Julie Brandt who was recently sworn in as a COSW commissioner.

5. STAFF REPORT

Sonia Melara went to the budget hearing today before the Board of Supervisors. This is the last time the COSW budget will be heard. A vote will be taken on July 15, 1996 at the Board of Supervisors. The COSW budget was passed as recommended.

This weekend, Renee Williams, President Chang and Sonia Melara willbe attending the California Women's Agenda conference.

COSW is continuing to plan the Women's Opportunity Week (WOW) activities. If there are any seminar or speaker ideas from Commissioners, they are welcome. July 19, 1996 will be a finalizing date for the framework. The site for the Health Fair has been found. It will be at the South of Market Community Center. The schedule for the conference will be as follows: Monday will be the State COSW meeting, Tuesday will be An "Income of Her Own" seminar and Wednesday through Friday will be the rest of the conference.

6. OLD BUSINESS

None.

7. NEW BUSINESS

Extend an Invitation to the State Commission to meet in San Francisco

m/s/c (Phelps/Rivera) to invite the California Commission on the Status of Women to hold their quarterly meeting in San Francisco on September 30, 1996 in conjunction with Women's Opportunity Week.

Sonia Melara stated that most of these commissions are from southern California so it will be a great opportunity for them to visit San Francisco. The meeting will be from 9-3 on September 30th at the Board of Supervisors Committee meeting room.

August Commission Meeting Date Change

Since the Women Who Make A Difference event will be on August 22, the regular commission meeting date, an August meeting date needs to be selected.

m/s/c (Gissler/Rivera) to set August 29, 1996 at 4:30 P.M. as the August Commission meeting date.

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE

No Report.

B. EMPLOYMENT AND ECONOMICS COMMITTEE

Although there was no committee meeting report, Regina Phelps gave a report on the selection committee for the Women Who Make A Difference Awards.

The following awards were selected by the jury:

Individuals

Dorothy Erickson	Nationwide Construction
Collie Gaines	City of San Francisco
Linda de Mello	Alumnae Resources
Avis Jones	City of San Francisco

Businesses

Just Desserts
Deloitte and Touche

Special Recognition

S.F. Chamber of Commerce

C. POLICY ISSUES AND ACTION (PIA) COMMITTEE REPORT

Commissioner Rivera reported that the PIA Committee meeting met on June 13, 1996, with new membership. Belma Gonzales of the Women's Health Advisory Committee reported that they have completed advocate/provider focus groups for its "Model for Women's Healthcare Project." Commissioner Rivera reported on the Committee's activities over the past year and outlined goals which may be included for next year: Health; homelessness and housing; substance abuse; welfare reform; women in the criminal justice system; girls and teen women; and special events. The Committee discussed having a teen representative, and members plan to contact the Street Survival Project for possible candidates.

9. LIAISON REPORTS

Friends Committee

Sonia Melara stated that the Friends were having a meeting that evening. The Friend's intern replacement will stay through the "Women Who Make a Difference" event, and is working on the second newsletter.

10. PUBLIC COMMENT

None.

11. ANNOUNCEMENTS

None.

12. ADJOURNMENT

The meeting was adjourned at 5:07 P.M.

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, July 25, 1996 at 4:30P.M.
25 Van Ness, Suite 70, San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Patricia Chang
Vice President Caryl Ito
Commissioner Julie Brandt
Commissioner Cynthia Gissler
Commissioner Regina Phelps
Commissioner Rosa Rivera
Commissioner Sharron Treskunoff Bailey

** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES

   - June 27, 1996 Regular Meeting Minutes

4. PRESIDENT'S REPORT

5. STAFF REPORT

6. OLD BUSINESS

   - Women Who Make A Difference Report and Award Nominations

   ACTION: To approve Women Who Make A Difference Awards Committee Recommendations.

NEW BUSINESS

- Report on Adult Sexual Assault Services Grant Program

ACTION: To approve staff report regarding Fiscal Year 1996-97 Adult Sexual Assault Services Grant Program.

- Co-Sponsorship of Union Square Professional & Business Women luncheon panel discussion on "What Does the Effort to End Affirmative Action Mean for Women" on National Women's Vote Day on September 7, 1996. Sponsorship will only involve promotion to our mailing list and our name as a sponsor.

ACTION: To co-sponsor "What Does the Effort to End Affirmative Action Mean for Women" on September 7, 1996.

- To bid for 1998 National Association of Commissions on Status of Women Convention

ACTION: To submit a proposal on behalf of the San Francisco Commission on the Status of Women to host the 1998 National Association of Commissions on Status of Women.

- To co-sponsor The Working Women's Summit "Don't Work in the Dark!" presented by the Department of Labor - Women's Bureau.

ACTION: To co-sponsor The Working Women's Summit "Don't Work in the Dark!" on Wednesday, September 4, 1996.

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE Report

B. EMPLOYMENT AND ECONOMICS COMMITTEE Report

C. POLICY ISSUES AND ACTION COMMITTEE Report

9. LIAISON REPORTS

Friends Committee

10. PUBLIC COMMENT

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Sonia Melara, Executive Director

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MINUTES
July 25, 1996

The Regular Meeting of the Commission on the Status of Women (COSW) was held on July 25, 1996 at 25 Van Ness Avenue, Suite 70, San Francisco.

1. CALL TO ORDER/ROLL CALL

Noting a quorum of the Commission was present, President Chang called the meeting to order at 4:38 P.M.

MEMBERS PRESENT	STAFF	MEMBERS EXCUSED
President Chang	Sonia Melara	Commissioner Brandt
Vice President Ito	Ann Lehman	Commissioner Phelps
Commissioner Gissler	Melyssa Jo Kelly	
Commissioner Rivera	Leatrice Miyashiro	
Commissioner Treskunoff Bailey		

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2. ADOPTION OF AGENDA

m/s/c (Gissler/Ito) to adopt the agenda.

3. ADOPTION OF MINUTES

m/s/c (Gissler/Ito) to adopt the minutes of June 27, 1996.

NOTE: Commissioner Rivera arrives at 4:45 P.M.

4. PRESIDENT'S REPORT

President Chang stated that she had participated in the California Women's Agenda (CAWA) conference along with staff Sonia Melara and Renee Williams at San Francisco State University. In August, the Commission officer's election will be held and President Chang will be contacting all commissioners on their preferences.

5. STAFF REPORT

Sonia Melara reported that the budget for COSW had been signed. COSW has received an

additional $60,000 for domestic violence programs targeted to specific organizations. The staff is still reviewing this matter with the City Attorney.

Staff is in the process of finalizing Women's Opportunity Week (WOW) brochure. Pacific Bell will fund the cost of the food for the event. The WOW Health Fair will be held at the South of Market Center and the rest of the conference will be at the War Memorial Building - Green Room and Second Floor rooms. The Commission is still looking for presenters and speakers for the event.

Sonia Melara attended the National Association of Commission on the Status of Women Convention. A resolution that she created there on CCRI will be sent to the commissioners.

Ms. Melara also attended the press conference for the "Out of Sight, Out of Mind" report focusing on the unequal treatment of girls in the criminal justice system. She has asked the Policy Issues and Action Committee to look into this report and consider implementing the recommendations requiring policy changes.

There will be a hearing sponsored by Supervisor Kaufman on August 6, 1996 to review the City's distribution of resources by gender.

The Commissioner's profiles were typed up and given to them in their packets. If there are any changes, they should let the office know.

6. OLD BUSINESS

Women Who Make A Difference Report and Award Nominations

This item was discussed at last month's meeting but no action was taken.

Ann Lehman reviewed the names of individuals and businesses selected for awards.

m/s/c (Ito/Rivera) to accept the Women Who Make A Difference Awards Committee Recommendations.

7. NEW BUSINESS

Report on Adult Sexual Assault Services Grant Program

Melyssa Jo Kelly reported that the Commission had issued a Request for Proposal (RFP) for Adult Sexual Assault Services, including a centralized twenty-four hour crisis line, advocacy/accompaniment services ($179,835); and community education, outreach, prevention and public awareness ($41,010). A proposal was submitted by San Francisco Women Against Rape, which was reviewed and analyzed by staff and examined by an expert review panel. After

further staff analysis and consideration of review panel recommendations, the award for $179,835 was recommended to be awarded to San Francisco Women Against Rape who submitted an excellent proposal to provide a centralized twenty-four hour crisis line and advocacy/accompaniment services and clearly demonstrated its ability to successfully accomplish the goals of the RFP.

Staff analysis of the Sexual Assault Community Education, Outreach, Prevention and Public Awareness components of San Francisco Women Against Rape proposal determined that the proposal did not fully meet the goals of the RFP. Staff is working with San Francisco Women Against Rape to revise the proposal to develop a stronger community education program within the $41,010 funding limit. Since these funds are not adequate to provide a comprehensive public awareness campaign, COSW staff is working with the Department of Public Health to identify additional funding to develop an extensive Sexual Assault Public Awareness Campaign.

The full report of review panel recommendations was submitted to the Commissioners. Melyssa Jo Kelly stated that she has been working with Rebecca Rolfe, the Executive Director of San Francisco Women Against Rape (SFWAR). Rebecca Rolfe answered questions from the Commissioners and thanked the Commission for its support, and partnership with COSW.

m/s/c (Gissler/Ito) to approve grant of $179,000 be awarded to San Francisco Women Against Rape and staff will continue to work on the $41,010 for a community education program.

Co-Sponsorship of Union Square Professional & Business Women luncheon panel discussion on "What Does the Effort to End Affirmative Action Mean for Women" on National Women's Vote Day on September 7, 1996.

m/s/c (Ito/Gissler) to co-sponsor Union Square Professional & Business Women Luncheon panel discussion on "What Does the Effort to End Affirmative Action Mean for Women on National Women's Vote Day on September 7.

Commissioner Ito asked who was in charge of National Women's Vote Day? Sonia Melara stated that she would find out and let her know.

To bid for 1998 National Association of Commissions on Status of Women Convention.

Sonia Melara stated that she had thought of San Francisco as a good place to hold the 1998 National Association of Commissions on Status of Women Convention. 1998 would be the year of the Gubernatorial election and a good chance that a woman will be running for office. Members of the regional COSW's were present and support this idea. The event would benefit the National Commission as well as San Francisco. Tulsa, Oklahoma and Austin,Texas are also in the running for convention sites. The decision will be made in Phoenix, Arizona in November.

m/s/c (Gissler/Rivera) to bid for the 1998 National Association of Commissions on Status of Women Convention.

To co-sponsor The Working Women's Summit "Don't Work in the Dark!" presented by the Department of Labor - Women's Bureau on September 10, 1996

m/s/c (Ito/Rivera) to co-sponsor The Working Women's Summit "Don't Work in the Dark!" presented by the Department of Labor - Women's Bureau on September 10, 1996.

8. COMMITTEES

A. VIOLENCE AGAINST WOMEN COMMITTEE

Commissioner Gissler stated that there was no meeting this month. Next meeting will be August 13, 1996 from 9-11 A.M.

B. EMPLOYMENT AND ECONOMICS COMMITTEE

Vice President Ito stated that there was no scheduled meeting this month. She had met with Renee and lined up some items for their next meeting. Pending items are CCRI, Economic Summit and the Charter Amendment.

C. POLICY ISSUES AND ACTION COMMITTEE

Commissioner Rivera stated that there was no quorum for their meeting this month. Their meetings are held on the second Thursday of the month from 4-5:30 P.M.

9. LIAISON

Friends Committee

Sonia Melara reported that the Friends have been very busy with Women Who Make A Difference event. The Friend's intern, Vanessa Thompson is doing a wonderful job. Just Desserts will donate the desserts for the event.

10. PUBLIC COMMENT

None.

11. ANNOUNCEMENTS

Sonia Melara stated that Renee Williams has been very active with the Breast Cancer Summit that will take place on November 10, 1996.

President Chang stated that the Sexual Assault Task Force meeting will be August 14, 1996.

Commissioner Treskunoff Bailey stated that there will be a Mayor's Homeless Summit coming up in the Fall that would be important for the Commission to get involved in.

President Chang stated that a group is convening called "...For Girls" has brought together 30 service providers and dozens of young women and are meeting to have an impact on the Youth Summit but they need access to the event.

Sonia suggested Vice President Ito call Jeff Mori and Michael Yaki to find out about the co-chairs of the Youth Summit and what could be done about having a woman appointed a co-chair.

12. ADJOURNMENT

m/s/c (Ito/Gissler) adjourned the meeting at 5:35 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

35
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8/29/96

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, August 29, 1996 at 4:30P.M.
25 Van Ness, Suite 70, San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Patricia Chang
Vice President Caryl Ito
Commissioner Julie Brandt
Commissioner Cynthia Gissler
Commissioner Regina Phelps
Commissioner Rosa Rivera
Commissioner Sharron Treskunoff Bailey

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** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES

   ▸ July 25, 1996 Regular Meeting Minutes

4. PRESIDENT'S REPORT

5. STAFF REPORT

6. OLD BUSINESS

   ♦ Report on Adult Sexual Assault Services Community Education Program.
   ACTION: To approve report on Adult Sexual Assault Services Community Education Program.

7. NEW BUSINESS

   ♦ Election of New Officers for the Commission, President and Vice President
   ACTION: To elect new President and Vice-President for the Commission for FY 1996-97.

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE Report

♦ SB2160 (Leslie) Murder: evidence of domestic violence.
ACTION: To consider taking a position of support as recommended by the Committee.

♦ Domestic Violence Awareness Month Honorary Awards Nominations - Selection of Awardees.
ACTION: To adopt Committee's recommendation.

B. EMPLOYMENT AND ECONOMICS COMMITTEE Report

C. POLICY ISSUES AND ACTION COMMITTEE Report
♦ Recommendations regarding Prostitution Task Force Report
ACTION: To approve recommendations to Prostitution Task Force Report.

9. LIAISON REPORTS

Friends Committee

10. PUBLIC COMMENT

11. ANNOUNCEMENTS

12. ADJOURNMENT

CLOSED EXECUTIVE SESSION

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. NEW BUSINESS

* Pursuant to Government Code Section 54957 and Administrative Code 67.10, the Commission on the Status of Women will meet in closed session to discuss legal matters with the City Attorney's office.

4. ADJOURNMENT

Know Your Rights Under the Sunshine Ordinance
(Chapter 67 of the San Francisco Administrative Code)

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COMMISSION ON THE STATUS OF WOMEN

August 29, 1996

The Minutes of this meeting are missing.

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City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, September 26, 1996 at 4:30P.M.
25 Van Ness, Suite 70, San Francisco, California 94102

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AGENDA

Roster:

President Patricia Chang
Vice President Caryl Ito
Commissioner Julie Brandt
Commissioner Cynthia Gissler
Commissioner Regina Phelps
Commissioner Rosa Rivera
Commissioner Sharron Treskunoff Bailey

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** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES

   - August 29, 1996 Regular Meeting Minutes

4. PRESIDENT'S REPORT

5. STAFF REPORT

6. OLD BUSINESS

7. NEW BUSINESS

   - To Change Commission Meeting dates in November and December.

   ACTION: To change November meeting from November 28 to November 21, 1996 and to change December meeting from December 26 to December 12, 1996.

   - To support Health Commission Resolution #19-96 supporting the continued provision of public benefits to undocumented residents under the provisions of Section 411(d) of the Personal Responsibility and Work Opportunity Reconciliation

Act of 1996.
ACTION: To support Health Commission's Resolution #19-96.

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE Report

B. EMPLOYMENT AND ECONOMICS COMMITTEE Report

C. POLICY ISSUES AND ACTION COMMITTEE Report

- Committee recommendations regarding "Out of Sight, Out of Mind: The Plight of Adolescent Girls in the San Francisco Juvenile Justice System".

ACTION: To approve committee recommendations regarding "Out of Sight, Out of Mind: The Plight of Adolescent Girls in the San Francisco Juvenile Justice System".

9. LIAISON REPORTS

Friends Committee

10. PUBLIC COMMENT

11. ANNOUNCEMENTS

12. ADJOURNMENT

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City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

MINUTES
September 26, 1996

The Regular Meeting of the Commission on the Status of Women (COSW) was held on September 26, 1996, at 25 Van Ness Avenue, Suite 70, San Francisco.

1. CALL TO ORDER/ROLL CALL

Noting a quorum of the Commission was present, Vice President Ito called the meeting to order at 4:40 P.M.

MEMBERS PRESENT	STAFF	MEMBERS EXCUSED
President Treskunoff Bailey	Sonia Melara	Commissioner Phelps
Vice President Ito	Rosario Navarrette	Commissioner Rivera
Commissioner Brandt	Melyssa Jo Kelly	
Commissioner Chang		
Commissioner Gissler		

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2. ADOPTION OF AGENDA

m/s/c (Brandt/Gissler) to adopt the agenda with the change on Page 1, President Chang is changed to President Treskunoff Bailey.

3. ADOPTION OF MINUTES

August 29, 1996 Regular Meeting Minutes

m/s/c (Chang/Gissler) to adopt the August 29, 1996 Regular Meeting Minutes as written.

4. PRESIDENT'S REPORT

None.

5. STAFF REPORT

Sonia Melara reported that the Women's Opportunity Week seminars have been rescheduled to February 27, 28 and March 1, 1997 because of low registration. The sponsors have agreed to continue their sponsorship. She noted that the Women's Health Fair, U.N. Telecast, Women and Cancer Walk, VIP Reception, An Income of Her Own, Press Conference and Domestic Violence

Awards reception will still take place as planned. Women in Communications and Black Ink have provided excellent publicity and public relations for WOW.

Commissioners were asked to complete survey forms to determine the date for the commission's annual retreat.

Renee Williams is working on the plans for the Breast Cancer Summit which will be held on November 9, 1996.

Sonia Melara noted that she plans to attend the Youth Summit on October 5 and 6, 1996.

6. OLD BUSINESS

None.

7. NEW BUSINESS

To reschedule Commission Meeting dates in November and December, 1996.

m/s/c (Chang/Gissler) to change November meeting from November 28 to November 21, 1996 and to change December meeting from December 26 to December 12, 1996.

To support Health Commission Resolution #19-96 supporting the continued provision of public benefits to undocumented rsidents under the provisions of Section 411(d) of the Personal Responsibility and Work Opportunity Reconciliation.

m/s/c (Gissler/Chang) to support Health Commission Resolution #19-96 and send letter of support to the Board of Supervisors and the Mayor.

8. COMMITTEE REPORTS

A. Violence Against Women Committee Report

Commissioner Gissler stated that the committee had not met but their next meeting will be October 8th from 9-11a.m.

B. Employment and Economics Committee Report

Vice President Ito reported that the committee had not formally met this month, but their next meeting will be held on October 8th. Issues to be discussed are the Luncheon Information forums on Proposition 209 and the need for educational campaign for city workers before the elections with speakers from both sides of the issue (per city attorney's advice). Other issues are the Economic Summit to be discussed by the committee and family-friendly workplaces.

City Attorney representative Amy Ackerman stated that her child is enrolled in the City Attorney's child care program and it is great. Her only regret is that the program is only for infants up to 18 months old.

Note: President Treskunoff Bailey arrives at 5:17 p.m.

C. Policy Issues and Action Committee Report

On behalf of Commissioner Rivera, Melyssa Jo Kelly reported that the PIA committee met on September 12, 1996 and is interested in recruiting new members. Next meeting is on October 4th. They are looking to recruit one or more teen women.

Committee recommendations regarding "Out of Sight, Out of Mind: The Plight of Adolescent Girls in the San Francisco Juvenile Justice System".

Melyssa Jo Kelly reported committee's recommendations regarding the report.

Recommendation: that the Commission take an active role in promoting and facilitating the implementation of report recommendations, with the first step being the sponsorship of a meeting to develop strategies for implementing recommendations, and that Supervisor Barbara Kaufman, Board of Supervisors; Commissioner Anna Shimko, Juvenile Probation Commission; Commissioners Julie Brandt and Rosa Rivera, Commission on the Status of Women; and Melody Fountila, Policy Issues and Action Committee; be invited to participate. Also, that the Commission recommend to appropriate City departments that all recommendations specified in pages 29-31 of "Out of Sight, Out of Mind: The Plight of Adolescent Girls in the San Francisco Juvenile Justice System" be implemented by the City and County of San Francisco.

Vice President Ito noted that the "Come Into The Sun" (CITS) group had addressed the same issue in the past and expressed frustration.

Amy Ackerman suggested doing outreach for teen members at the Youth Commission and added that interdepartment cooperation was needed to implement changes in the Juvenile Justice system.

Vice President Ito expressed concern about "suicide watch" protocols and what Juvenile Justice is doing about it. She directed staff to request a report from the Juvenile Probation Department re: suicide prevention procedures and suicide watch protocols.

m/s/c (Ito/Brandt) to approve committee recommendations regarding "Out of Sight, Out of Mind: The Plight of Adolescent Girls in the San Francisco Juvenile Justice System".

9. LIAISON REPORTS

Friends Committee

Sonia Melara reported that the Friends new staff person Emily Gasner is working with Rosario Navarrette on the Domestic Violence Awareness Month Awards Ceremony and reception.

10. PUBLIC COMMENT

None.

11. ANNOUNCEMENTS

Commissioner Chang reported that she had attended a press conference at one of the Muni facilities introducing a domestic violence poster for the Chinese community. The poster will be inside and outside Muni buses.

Commissioner Chang also reported that on October 21 and 22 there will be a training of CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women).

Sonia Melara recommended that the Commission consider a citywide Domestic Violence education campaign. The space for the Chinese community domestic violence Campaign was donated by Muni, and suggested that this issue be discussed at COSW's annual retreat.

Commissioner Chang stated that she will be attending "Sisters and Daughters Betrayed: the Sex Trade of Women and Girls, An International Conference On the Dynamics of Sexual Coercion" on October 17 and 18, 1996 in Reno, Nevada. Sonia Melara indicated that Melyssa Jo Kelly will also be attending.

12. ADJOURNMENT

The meeting was adjourned at 5:45 p.m.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

85

1

10/24/96

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, October 24, 1996 at 4:30P.M.
25 Van Ness, Suite 70, San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Sharron Treskunoff Bailey
Vice President Caryl Ito
Commissioner Julie Brandt
Commissioner Patricia Chang
Commissioner Cynthia Gissler
Commissioner Regina Phelps
Commissioner Rosa Rivera

** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES
   - ▸ September 26, 1996 Regular Meeting Minutes
4. PRESIDENT'S REPORT
5. STAFF REPORT
6. OLD BUSINESS
   - ■ Retreat Date
   - ■ WOW Conference
7. NEW BUSINESS
8. COMMITTEE REPORTS
   - A. VIOLENCE AGAINST WOMEN COMMITTEE Report

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B. EMPLOYMENT AND ECONOMICS COMMITTEE Report

C. POLICY ISSUES AND ACTION COMMITTEE Report

9. LIAISON REPORTS

Friends Committee

10. PUBLIC COMMENT

11. ANNOUNCEMENTS

12. ADJOURNMENT

Know Your Rights Under the Sunshine Ordinance
(Chapter 67 of the San Francisco Administrative Code)

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City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, October 24, 1996 at 4:30P.M.
25 Van Ness, Suite 70, San Francisco, California 94102

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Revised 10/18/96 A G E N D A

Roster:

President Sharron Treskunoff Bailey
Vice President Caryl Ito
Commissioner Julie Brandt
Commissioner Patricia Chang
Commissioner Cynthia Gissler
Commissioner Regina Phelps
Commissioner Rosa Rivera

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** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES
   - ▸ September 26, 1996 Regular Meeting Minutes
4. PRESIDENT'S REPORT
5. STAFF REPORT
6. OLD BUSINESS
   - ■ Retreat Date
   - ■ WOW Conference
7. NEW BUSINESS
   - ■ Women's Economic Agenda Recommendations to the Rules Committee

   ACTION: Approve Recommendations to be presented before the Rules Committee on November 4, 1996.

- Sexual Harassment Code Changes

ACTION: Approve Sexual Harassment Code Changes to be presented before the Rules Committee on November 4, 1996.

8. COMMITTEE REPORTS

   A. VIOLENCE AGAINST WOMEN COMMITTEE Report

   B. EMPLOYMENT AND ECONOMICS COMMITTEE Report

   C. POLICY ISSUES AND ACTION COMMITTEE Report

9. LIAISON REPORTS

   Friends Committee

10. PUBLIC COMMENT

11. ANNOUNCEMENTS

12. ADJOURNMENT

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COMMISSION ON THE STATUS OF WOMEN

October 24, 1996

The Minutes of this meeting are missing.

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Commission on the Status of Women
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Sonia Melara, Executive Director

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#1
10/31/96
Special

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Special Meeting
Thursday, October 31, 1996 at 4:30 - 5:30P.M.
25 Van Ness, Suite 70, San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Sharron Treskunoff Bailey
Vice President Caryl Ito
Commissioner Julie Brandt
Commissioner Patricia Chang
Commissioner Cynthia Gissler
Commissioner Regina Phelps
Commissioner Rosa Rivera

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** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES

   - ▸ September 26, 1996 Regular Meeting Minutes

4. PRESIDENT'S REPORT

5. STAFF REPORT

6. OLD BUSINESS

   - ■ Retreat Date
   - ■ WOW Conference

7. NEW BUSINESS

   - ■ Women's Economic Agenda Recommendations to the Rules Committee

   ACTION: Approve Recommendations to be presented before the Rules Committee on November 4, 1996.

- Sexual Harassment Code Changes

ACTION: Approve Sexual Harassment Code Changes to be presented before the Rules Committee on November 4, 1996.

8. COMMITTEE REPORTS

   A. VIOLENCE AGAINST WOMEN COMMITTEE Report

   B. EMPLOYMENT AND ECONOMICS COMMITTEE Report

   C. POLICY ISSUES AND ACTION COMMITTEE Report

9. LIAISON REPORTS

   Friends Committee

10. PUBLIC COMMENT

11. ANNOUNCEMENTS

12. ADJOURNMENT

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City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

MINUTES
October 31, 1996

The Special Meeting of the Commission on the Status of Women (COSW) was held on October 31, 1996 at 25 Van Ness, Suite 70, San Francisco.

1. CALL TO ORDER/ROLL CALL

Noting a quorum of the Commission was present, Vice President Ito called the meeting to order at 4:51P.M.

MEMBERS PRESENT	STAFF	MEMBERS EXCUSED
Vice President Ito	Sonia Melara	President Treskunoff Bailey
Commissioner Brandt	Leatrice Miyashiro	Commissioner Phelps
Commissioner Chang		
Commissioner Gissler		

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2. ADOPTION OF AGENDA

m/s/c (Gissler/Brandt) to adopt the agenda.

3. ADOPTION OF MINUTES

m/s/c (Gissler/Chang) to adopt the minutes of September 26, 1996 Regular Meeting.

4. PRESIDENT'S REPORT

In President Bailey's absence, Vice President Ito gave the President's Report. President Treskunoff Bailey had attended the Breast Cancer Summit Press Conference the day before. She will be serving on the Mayor's Welfare Reform Task Force Housing Committee. President Treskunoff Bailey is also planning to meet with Mayor Brown as the new president of COSW. It was indicated that she let the Commission or staff know when the meeting takes place, as it would be helpful if another Commissioner or the Director also attend.

5. STAFF REPORT

Sonia Melara reported that the COSW Staff Report dated October 24, 1996 is included in the materials to the Commissioners. The Mayor's State of the City Address is also included along with a memorandum from Ms. Melara explaining why COSW was left out of the City Address She is scheduled to meet with Eleanor Johns of the Mayor's Office next week to discuss this

matter. Women Based Statistical Facts and the Mayor's Welfare Reform Task Force Briefing information are also included in the packets.

7. OLD BUSINESS

Retreat Date

Sonia Melara suggested that the COSW retreat be held right after electing a new commission president. The retreat provides future direction for the budget which usually starts in November. After discussing the lack of available dates in January/February, for a retreat, a consensus was reached to hold an extended commission meeting in December and use it for a retreat. Three possible dates for a retreat - December 5th, December 2nd and December 9th were discussed. A poll of other commissioners and staff will be taken to reach a consensus of when to hold the retreat.

WOW Conference

The WOW Conference is now called Women's Opportunity Weekend and will be held on Friday, February 28 and Saturday, March 1, 1997. Sonia Melara stated that staff is reaching out to other organizations to be participating organizations in order to reach a wider group of people. The cost for the conference has changed, it is now $55.00 for two days and $35.00 for one day. There will be an awards ceremony for Women's History Month at lunch on Friday, the 28th as a part of WOW. A focus group of participating organizations and community organizations will be held to get input on the conference. A survey was taken of the top workshops selected by registrants and found that Employment and Economics workshops were on top followed by Violence Against Women workshops. The number of Health Issues workshops will be reduced as there was not much demand and there are other workshops dealing with health issues being held in the community in 1997.

7. NEW BUSINESS

Women's Economic Agenda

Vice President Ito stated that the recommendations presented to the Commission on the Women's Economic Agenda were the result of recommendations presented at the Economic Summit. These are the recommendations that will be presented to the Board of Supervisors Rules Committee on Monday November 4, 1996.

President Treskunoff Bailey suggestions to the recommendations were considered.

The Commissioners recommended:

- Change the language of the last paragraph to read: That the City maintain and expand

business lending funds to women in direct proportion to women's population, such as those presently administered through the Mayor's Office of Economic Development, to secure loans targeted at micro and small women owned businesses, specifically for those who may not have other resources to secure traditional loans.

- The grammatical language should be looked at.

m/s/c (Chang/Brandt) to accept Commission on the Status of Women Economic Agenda Report Recommendations with primary amendments to the last paragraph.

Sexual Harassment Code Changes

Vice President Ito stated the document on the Sexual Harassment Code Change sent to the Commissioners is the final version, except paragraph on Page 8 will now read: "Each appointing officer shall provide to or acquire for its supervisory personnel a periodic training program designed to educate and thereby prevent sexual harassment." If we left the word "personnel" alone, it would require meet and confer with unions.

m/c/s (Ito/Gissler) to approve the Sexual Harassment Policy ordinance as submitted.

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE Report

Commissioner Gissler reported that the October Domestic Violence Awards Ceremony went very well.

B. EMPLOYMENT AND ECONOMICS COMMITTEE Report

Vice President Ito reported that they had met October 8, 1996. They are planning to do a Family Friendly Roundtable discussion in December. The committee is also recruiting new members.

C. POLICY ISSUES AND ACTION COMMITTEE Report

No report.

Sonia Melara stated that she had met with the Youth Commission Director and had requested that girls be recommended to serve on the Commission's committees.

9. LIAISON Reports

Friends Committee

None.

10. PUBLIC COMMENT

None.

11. ANNOUNCEMENTS

None.

12. ADJOURNMENT

The meeting was adjourned at 6:05 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, November 21, 1996 at 4:30 P.M.
25 Van Ness, Suite 70, San Francisco, California 94102

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AGENDA

Roster:

President Sharron Treskunoff Bailey
Vice President Caryl Ito
Commissioner Julie Brandt
Commissioner Patricia Chang
Commissioner Cynthia Gissler
Commissioner Regina Phelps

** *Public Comment will be heard after each agenda item.*

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1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES
   - October 31, 1996 Special Meeting Minutes
4. PRESIDENT'S REPORT
5. STAFF REPORT
6. OLD BUSINESS
7. NEW BUSINESS
   - San Francisco Family Violence Council Health Protocol

   ACTION: To endorse San Francisco Family Violence Council Health Protocol for domestic violence.
   - Allocation of $60,000 additional to fund domestic violence programs

   ACTION: To approve request of $60,000 earmarked for domestic violence programs to be allocated to COSW budget.

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE Report

B. EMPLOYMENT AND ECONOMICS COMMITTEE Report

C. POLICY ISSUES AND ACTION COMMITTEE Report

9. LIAISON REPORTS

Friends Committee

10. PUBLIC COMMENT

11. ANNOUNCEMENTS

12. ADJOURNMENT

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City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

MINUTES

November 21, 1996

The Regular Meeting of the Commission on the Status of Women (COSW) was held on November 21, 1996, at 25 Van Ness, Suite 70, San Francisco, CA.

1. CALL TO ORDER/ROLL CALL

Noting a quorum of the Commission was present, Vice President Ito called the meeting to order at 4:35 P.M.

MEMBERS PRESENT	STAFF	MEMBER EXCUSED
Vice President Ito	Sonia Melara	President Treskunoff Bailey
Commissioner Brandt	Rosario Navarrette	
Commissioner Chang	Ann Lehman	
Commissioner Gissler	Melyssa Jo Kelly	
Commissioner Phelps	Leatrice Miyashiro	

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2. ADOPTION OF AGENDA

m/s/c (Chang/Phelps) to adopt the agenda.

3. ADOPTION OF MINUTES

m/s/c (Phelps/Chang) to adopt the Minutes Of October 31, 1996, Special Meeting Minutes with one change: Under NEW BUSINESS, Item: Women's Economic Agenda on Page 2, sentence should read "Change the language of the last paragraph to read: That the City maintain and expand business lending funds to women in direct proportion to the *women owned business population*, such as those presently administered through the Mayor's Office of Economic Development, to secure loans targeted at micro and small women owned businesses, specifically for those who may not have other resources to secure traditional loans."

4. PRESIDENT'S REPORT

Vice President Ito reported that President Treskunoff Bailey attended the Board of Supervisors Rules Committee hearing and provided testimony for the Leadership section of the COSW's Economic Agenda. Supervisor Leal will take the lead in implementing the recommendations. The Sexual Harassment Ordinance was also heard before the Rules Committee and passed by the full Board of Supervisors. Sonia Melara, Ann Lehman and Vice President Ito will fine tune the

ordinance.

The Commission gave Supervisor Kevin Shelley a thank you gift at his farewell party on November 18, 1996.

5. STAFF REPORT

Sonia Melara gave highlights of the written staff report that was distributed to Commissioners. She reported that there is a meeting with Supervisor Leal on December 10 at 10:30A.M. regarding the follow up work to be done on the Economic Agenda.

NOTE: Commissioner Julie Brandt arrives at 4:43P.M.

The Mayor's Welfare Reform Task Force has met and there are several meetings planned to develop the City's plan.

The Girls and Young Women Sexual Assault Hearing was held on November 7, 1996. A resolution was passed to direct COSW and the Youth Commission to establish a Sexual Assault Task Force specifically made up of girls. COSW is working with the Mayor's Office of Children Youth and their Families and the Department of Public Health to develop resources to staff the task force.

Sonia Melara and Melyssa Jo Kelly met with Supervisor Ammiano to discuss the public hearing on prostitution which will be held on February 13, 1996, at 6P.M., with Supervisor Ammiano presiding.

Sonia Melara reported that Women's History Month Awards nomination forms are being prepared for distribution and asked Commissioners for their help in making nominations in the areas of health, the arts and young women's mentoring. Sonia Melara also noted that materials will be mailed to Commissioners for the Strategic Planning Meeting on December 9, 1996.

Vice President Ito requested a budget report for Women's Opportunity Week '96 and information on the number of participants in the Health Fair. Commissioner Chang asked for a description of workshops planned for Women's Opportunity Weekend '97.

6. OLD BUSINESS

None.

7. NEW BUSINESS

San Francisco Family Violence Council Health Protocol

Rosario Navarrette presented the San Francisco Family Violence Council Health Protocol. The protocol was developed through COSW funded Family Violence Prevention Fund who coordinated the test pilot programs at three community based clinics and seven clinics at San Francisco General Hospital. As a result of this program, the clinics significantly improved their response to domestic violence. One clinic, for example, the Mission Neighborhood Health Center, reported a 100% increase in the number of interventions with battered patients and the screening of over 4,521 people during one six month period.

Because of the success of the Pilot Clinic Program, the Department of Health has decided to bring all 11 of their public health centers on board. All clinic staff have been trained and a protocol is being adopted for use in public health clinics.

Rosario Navarrette stated that she had attended an excellent domestic violence and Health Care provider training last year on this issue.

m/s/c (Chang/Phelps) to endorse San Francisco Violence Council Health Protocol for domestic violence.

Cynthia Gissler commended Ann Lehman on the sexual harassment poster and how well it looked.

Allocation of $60,000 additional to fund domestic violence programs

Sonia Melara reported that as discussed at the October 24, 1996 COSW meeting, the Domestic Violence Consortium had approached Supervisor Shelley to request additional FY 96/97 funds for domestic violence: $35,000 for San Francisco Neighborhood Legal Assistance Foundation and $25,000 for W.O.M.A.N. Inc. The COSW's FY 96/97 budget includes $60,000 in unallocated funds earmarked for COSW domestic violence programs, which now require a Request for Supplemental Allocation in order for funds to be transferred to COSW budget.

A Strategic Planning meeting for domestic violence funding will be held on December 11, 1996.

m/s/c (Chang/Gissler) to approve request of $60,000 earmarked for domestic violence programs to be allocated to COSW budget.

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE Report

Commissioner Gissler reported that there was no committee report. There was no quorum for the meeting.

Commissioner Chang commended the great work done by Ann Lehman and Hillary Flynn on the domestic violence evaluation report and stated that it could be used as a model for other counties.

B. EMPLOYMENT AND ECONOMICS COMMITTEE Report

Vice President Ito reported that the committee meets every other month now. December 5, 1996 will be their next committee meeting. She also stated that Renee Williams, Commissioner Phelps and herself had been working on a project to establish family friendly work environments.

Discussion was held on child care centers in the city and the efforts being made to create more based on need. Vice President Ito indicated that there is supposed to be legislation that allocates a certain percentage of money to go to child care facilities when a new building was built or remodeled in San Francisco. Sonia Melara stated that she would find out more about it.

Vice President Ito raised the issue of "micro-loan programs" that the Small Business Administration had created. There is a question about who is getting these loans since very few people know about it. They were originally intended for small businesses. Vice President Ito stated that the Southeast Asian Center Director in the Tenderloin is in charge of this program. Sonia Melara stated that she would look further into this matter.

C. POLICY ISSUES AND ACTION COMMITTEE Report

Commissioners Brandt and Chang co-chaired their first committee meeting on November 14, 1996. Commissioner Brandt reported that the committee reviewed goals and issues which included prostitution and girls in the juvenile justice system. Other issues that the committee may address include welfare reform and child care. Sonia Melara, Commissioner Chang and Commissioner Brandt also reported on a recent meeting with child care advocacy groups, and discussed welfare reform and child care, and the Commission's role in addressing these issues.

Commissioner Chang noted that she would like to see the Convention on the Elimination of All Forms of Discrimination Against Women passed at the City level, and plans to discuss this at the upcoming COSW Strategic Planning Meeting.

9. LIAISON

Friends

No report. Meeting that evening.

10. PUBLIC COMMENT

None.

11. ANNOUNCEMENTS

Sonia Melara was accepted to Leadership California.

Vice President Ito stated that Leatrice Miyashiro will be participating in the Kimochi Silver Bells which is an arts and crafts fair.

12. ADJOURNMENT

The meeting was adjourned at 5:55 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
* Special Meeting
Monday, December 9, 1996 from 2:00 - 8:00P.M.
8th Floor - Human Rights Commission Conference Room
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

Retreat A G E N D A

Roster:

President Sharron Treskunoff Bailey
Vice President Caryl Ito
Commissioner Julie Braudt
Commissioner Patricia Chang
Commissioner Cynthia Gissler
Commissioner Regina Phelps

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** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES

   - November 21, 1996 Regular Meeting Minutes

   ACTION: To table adoption of November 21 Regular Meeting Minutes to January, 1997.

4. NEW BUSINESS

   - Strategic Planning

5. PUBLIC COMMENT
6. ANNOUNCEMENTS
7. ADJOURNMENT

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COMMISSION ON THE STATUS OF WOMEN

December 9, 1996

The Minutes of this meeting are missing.

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Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, January 23 at 4:30P.M.
25 Van Ness, Suite 70, San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Sharron Treskunoff Bailey
Vice President Caryl Ito
Commissioner Julie Brandt
Commissioner Patricia Chang
Commissioner Cynthia Gissler
Commissioner Regina Phelps

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1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES
   - November 21, 1996 Regular Meeting Minutes
   - December 9, 1996 Planning Meeting Notes/Plan
4. PRESIDENT'S REPORT
5. STAFF REPORT
6. OLD BUSINESS
7. NEW BUSINESS
   - Approval of 1997-98 Budget and Budget Proposal.

   ACTION: To appprove 1997-98 Budget and Budget Proposal.

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- Approval of 1995-96 Annual Report

ACTION: To approve 1995-96 Annual Report

- Approval of 1996 Strategic Plan

ACTION: To approve 1996 Strategic Plan

- Violence Against Women Strategic Plan

ACTION: To adopt the Violence Against Women Strategic Plan

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE Report

B. EMPLOYMENT AND ECONOMICS COMMITTEE Report

C. POLICY ISSUES AND ACTION COMMITTEE Report

- CEDAW (Convention on the Elimination of all Forms of Discrimination Against Women)

ACTION: To support the efforts to ratify CEDAW.

- Approve the appointment of Diana May Bogard to PIA Committee.

ACTION: To approve the appointment of Diana May Bogard to PIA Committee.

9. LIAISON REPORTS

Friends Committee

10. PUBLIC COMMENT

11. ANNOUNCEMENTS

12. ADJOURNMENT

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Sonia Melara, Executive Director

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Revised A G E N D A
(1/16/97)

Roster:

President Sharron Treskunoff Bailey
Vice President Caryl Ito
Commissioner Julie Brandt
Commissioner Patricia Chang
Commissioner Cynthia Gissler
Commissioner Regina Phelps

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   - November 21, 1996 Regular Meeting Minutes
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4. PRESIDENT'S REPORT
5. STAFF REPORT
6. OLD BUSINESS
7. NEW BUSINESS
   - Approval of 1997-98 Budget and Budget Proposal.

ACTION: To appprove 1997-98 Budget and Budget Proposal.

- Approval of 1995-96 Annual Report

ACTION: To approve 1995-96 Annual Report

- Approval of 1996 Strategic Plan

ACTION: To approve 1996 Strategic Plan

- Sponsor Women's History Month with Levi Strauss & Company.

ACTION: To approve COSW co-sponsorship with Levi Strauss & Company at no cost to the commission.

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE Report

B. EMPLOYMENT AND ECONOMICS COMMITTEE Report

C. POLICY ISSUES AND ACTION COMMITTEE Report

- CEDAW (Convention on the Elimination of all Forms of Discrimination Against Women)

ACTION: To support the efforts to ratify CEDAW.

- Approve the appointment of Diana May Bogard to PIA Committee.

ACTION: To approve the appointment of Diana May Bogard to PIA Committee.

9. LIAISON REPORTS

Friends Committee

10. PUBLIC COMMENT

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Revised A G E N D A
(1/21/97)

Roster:

President Sharron Treskunoff Bailey
Vice President Caryl Ito
Commissioner Julie Brandt
Commissioner Patricia Chang
Commissioner Cynthia Gissler
Commissioner Regina Phelps

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3. ADOPTION OF MINUTES
   - November 21, 1996 Regular Meeting Minutes
   - December 9, 1996 Planning Meeting Notes/Plan
4. PRESIDENT'S REPORT
5. STAFF REPORT
6. OLD BUSINESS
7. NEW BUSINESS
   - Women's History Month Report

   ACTION: Approval of Women's History Month Report

- Approval of 1997-98 Budget and Budget Proposal.

ACTION: To appprove 1997-98 Budget and Budget Proposal.

- Approval of 1995-96 Annual Report

ACTION: To approve 1995-96 Annual Report

- Approval of 1996 Strategic Plan

ACTION: To approve 1996 Strategic Plan

- Sponsor Women's History Month with Levi Strauss & Company.

ACTION: To approve COSW co-sponsorship with Levi Strauss & Company at no cost to the commission.

8. COMMITTEE REPORTS

A. VIOLENCE AGAINST WOMEN COMMITTEE Report

B. EMPLOYMENT AND ECONOMICS COMMITTEE Report

C. POLICY ISSUES AND ACTION COMMITTEE Report

- CEDAW (Convention on the Elimination of all Forms of Discrimination Against Women)

ACTION: To support the efforts to ratify CEDAW.

- Approve the appointment of Diana May Bogard to PIA Committee.

ACTION: To approve the appointment of Diana May Bogard to PIA Committee.

9. LIAISON REPORTS

Friends Committee

10. PUBLIC COMMENT

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Sonia Melara, Executive Director

MINUTES

January 23, 1997

The Regular Meeting of the Commission on the Status of Women (COSW) was held on January 23, 1997, at 25 Van Ness, Suite 70, San Francisco, CA.

1. CALL TO ORDER/ROLL CALL

Noting that a quorum of the Commission was present, President Treskunoff Bailey called the meeting to order at 4:45 P.M.

MEMBERS PRESENT	STAFF	MEMBER EXCUSED
President Treskunoff Bailey	Sonia Melara	Commissioner Gissler
Vice President Ito	Melyssa Jo Kelly	
Commissioner Brandt	Leatrice Miyashiro	
Commissioner Chang	Renee Williams	
Commissioner Phelps		

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2. ADOPTION OF AGENDA

m/s/c (Ito/Chang) to adopt the agenda.

3. ADOPTION OF MINUTES

m/s/c (Chang/Brandt) to adopt the Minutes of November 21, 1996 Regular Meeting and December 9, 1996 Planning Meeting Notes/Plan.

4. PRESIDENT'S REPORT

President Treskunoff Bailey reported that she continues to work on a subcommittee of the Welfare Reform Task Force. They are looking at how City resources can make a difference on the devastating effects of welfare reform.

5. STAFF REPORT

Sonia Melara gave a brief summary of highlights of the staff report:

- She is continuing to meet with the Mayor's Welfare Reform Task Force Steering Committee. A copy of the Governor's and the County Welfare Director's Association proposals were distributed to Commissioners.

- Rosario Navarrette and Melyssa Jo Kelly held a Violence Against Women Strategic Planning Meeting on December 11, 1997. A report outlining the planning process and recommendations for future funding will be available. The recommendations are being considered for this year's funding request. The staff will also prepare a funding recommendation proposal for Commission approval.

- Commissioner Chang will chair the first meeting of the Adult Sexual Assault Task Force on January 24, 1997.

- The first meeting of the Advisory Group for the Task Force on the Sexual Assault of Girls and Young Women was held on January 8, 1997. Recruitment of Task Force members (girls and young women 13-24 years of age) is underway.

- Staff are working hard on Women's Opportunity Weekend. Registrations are coming in at an excellent rate, and WOW '97 is expected to be a successful event.

- The Commission's public hearing on Prostitution with Supervisor Ammiano has been changed. No new date has been picked yet.

Vice President Ito thanked Melyssa Jo Kelly for obtaining the San Francisco Juvenile Probation Dept's Suicide Prevention Policies and Protocols for detainees at Youth Guidance Center. She noted that policies are dated 1993 and requested that staff follow up regarding more recent policies.

Ms. Melara stated that a Letter to the Editor on Welfare Reform, written by Melyssa Jo Kelly, was published in the Examiner on January 16, 1997.

6. NEW BUSINESS

A. Women's History Month Awards

Renee Williams gave the Women's History Month Awards Selection Committee report. The awardees are as follows:

- In the Arts category: Evelyn Cisneros, a principal dancer of the San Francisco Ballet.
- For Women's Health: National Asian Women's Health Organization (NAWHO)
- For Young Women's Empowerment: Sascha Bittner, a role model mentor

m/s/c (Phelps/Brandt) to approve the Women's History Month Awards Selection Committee report.

B. Approval of 1997-98 Budget & Budget Proposal

Sonia Melara reported on the Commission's proposed budget 1997-98. Two budgets will be submitted to the Mayor's office on February 15, 1997. Budget A with no increases and Budget B which requests an increase of approximately $500,000.

The requested increases are as follows:

- $22,000:Additional 50% allocation for accountant position
- $50,000:A Welfare Reform Coordinator staff position
- $50,000:Grant Writers consultants
- $85,000:Sexual Assault Services (Funds received from Dept.of Public Health during FY 1995-96 from salary savings)
- $60,000: addition of last year's additional funding to Domestic Violence programs
- $250,000 requested by Domestic Violence Consortium to provide same sex, transitional, bilingual and children's services.

San Francisco Domestic Violence Consortium representatives Leni Marin and Jessica Bucciarelli, explained that the consortium's request for additional funding is intended to provide:

- Transitional services for domestic violence survivors such as housing, job development, follow-up services, long term emotional support, child care assistance.

- Services for same sex domestic violence survivors including counseling, legal assistance, community outreach, advocacy.

- Expanded services for children.

- Increased bilingual, bicultural services.

Commissioner Chang expressed concerns about domestic violence services for lesbians as this has been a long term concern of hers. Commissioner Phelps expressed concerns about the 24-hour crisis line as she understands that there is more than one line in the City. Sonia Melara stated that part of the proposal for this year is to try to consolidate the 24-hour crisis line.

There was discussion regarding priorities for the budget. Sonia Melara stated that we want to insure the preservation of present programs funding. The ultimate decision on priorities will be dictated by the budget office and the Mayor.

Motion (Ito/Chang) to approve the 1997-98 Budget and Budget Proposal.
ROLL CALL VOTE WAS TAKEN: Ayes: Ito, Brandt, Chang, Phelps, Treskunoff Bailey

C. Approval of 1995-96 Annual Report

Sonia Melara reported that the 1995-96 Annual Report will be submitted to the Mayor by the end of the month. She asked the Commission to approve the annual report in concept. The final draft will be reviewed by President Treskunoff Bailey and Vice President Ito.

m/s/c (Ito/Brandt) to approve the 1995-96 Annual Report in concept.

D. Approval of 1997 Strategic Plan

After discussion, Sonia Melara suggested approving the strategic plan as a "working document" and plan for a future extended commission meeting to discuss and approve the final 1997 Strategic Plan as well as to set priorities and make decisions regarding committees.

m/s/c (Brandt/Phelps) to approve 1997 Strategic Plan as a working document.

E. Sponsor Women's History Month with Levi Strauss & Company

Commissioner Phelps reported that Levi Strauss has invited the Commission to co-sponsor their Women's History Month event. Commissioners discussed the textile industry, labor issues and the representation of women of color through the Levi Strauss celebration.

m/s/c (Chang/Brandt) move that Commission co-sponsor with Levi Strauss Women's History Project with the provision that Commissioner Chang will request information from Levi Strauss regarding their representation of women of color in their Women of History Month event. Once she provides favorable information, the co-sponsorship would be cleared.

8. COMMITTEE REPORTS

A. Violence Against Women Committee Report

No Report.

B. Employment and Economics Committee Report

Vice President Ito stated that since the committee met on December 5, 1996, its report was presented at the December 12, 1996 COSW meeting.

C. Policy Issues and Action Committee Report

Commissioner's Brandt and Chang chaired the committee meeting. The members were interested in working on welfare reform which encompasses issues such as child care and job training. Also discussed were COSW's Strategic Plan and how it would affect committee

structure.

Commissioner Chang reported that the Out of Sight, Out of Mind Task Force met on December 17, 1996 to discuss and priroitize the areas of "Out of Sight, Out of Mind: The Plight of Adolescent Girls in San Francisco's Juvenile Justice System", and develop an implementation stage. The meeting included representatives from Delinquency Prevention Commission, Sheriff's Office, Juvenile Justice Commission, Mayor's Office of Children, Youth and Their Families, Youth Commission, Juvenile Probation Commission, Center on Juvenile & Criminal Justice, Department of Human Services and For Girls... Task Force members are working on developing an annotated, comprehensive inventory of girl-specific services; and researching staff training programs and developing staff training policies.

Commissioner Chang commended Melyssa Jo Kelly for keeping everyone on track at the meeting.

CEDAW (Convention on the Elimination of all Forms of Discrimination Against Women)

The following people spoke on behalf of CEDAW.

Cosette Thompson of Amnesty International USA spoke in support of ratifying CEDAW in the United States. This convention was ratified by the U.N. in 1979 and signed by President Carter in 1980. But in order for the convention to take effect it must also be ratified in accordance with the procedures outlined by the United States Constitution, where the President is empowered to make treaties by and with the advice and consent of the Senate. CEDAW's definition of discrimination is any distinction, exclusion or restriction made on the basis of sex that affects women's enjoyment of political, economic, social, cultural, civil or any other rights.

Two reasons why it is under attack in the United States is:

1) Extreme belief that laws in this country are already good enough when in reality the U.S. constitution is the oldest constitution used in any country.

2)Same issues as considering the Equal Rights Amendment. Bottom line, many people want to stop progress of women's rights.

Darcy Frank of La Casa de las Madres spoke in favor of ratification of CEDAW and stated that this affects domestic violence survivors .

Leni Marin of the Family Violence Prevention Fund spoke in favor for the ratification of CEDAW and stressed that it would be exciting to put San Francisco on the map as being one of the first cities to ratify CEDAW.

Krishanti Dharmaraj of WILD for Human Rights pointed out that CEDAW is also for affirmative action and economic access.

Julianne Traylor of Amnesty International is a part of a national group and request support to insure CEDAW is ratified and insure pressure on members of the Senate as well as to educate people at the grass roots level.

Commissioner Chang stated that the group has spoken to Jackie Speier's office and is trying to get other cities such as San Jose and San Diego to also join in the ratification of CEDAW.

Commissioner Phelps asked if someone on the Board of Supervisors had been picked to lead this vote. None had been picked yet. The Group would take the lead to take this issue to the Board of Supervisors.

m/s/c (Brandt/Phelps) to support the efforts to ratify CEDAW.

Approve the appointment of Diana May Bogard to PIA Committee.

Commissioner Chang introduced Diana May Bogard as a candidate to serve on the PIA Committee. Ms. Bogard is the Director of the Smith House and Smith Ryan, programs of the Haight Ashbury Free Clinics. She would like to work on women's rights and advocacy.

m/s/c (Chang/Brandt) to approve Diana May Bogard to PIA Committee.

9. LIAISON REPORTS

Friends Committee

Sonia Melara stated that the Friends held elections where Mary Ann O'Shea was elected President and Susan Maher was elected Vice President. They will be having a retreat in the near future. They are presently working on Women's History Month.

10. PUBLIC COMMENT

None.

11. ANNOUNCEMENTS

None.

12. ADJOURNMENT

The meeting was adjourned at 6:28 p.m.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, February 27 at 4:30P.M.
25 Van Ness, Suite 70, San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Sharron Treskunoff Bailey
Vice President Caryl Ito
Commissioner Julie Brandt
Commissioner Patricia Chang
Commissioner Cynthia Gissler
Commissioner Regina Phelps

** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES

   - January 23, 1997 Regular Meeting Minutes

4. PRESIDENT'S REPORT

5. STAFF REPORT

6. OLD BUSINESS

7. NEW BUSINESS

- Recommendation Regarding Fiscal Year 1997-98 Request for Qualifications

ACTION: To approve that the RFQ formerly known as "Creating Insititutional Change: Domestic Violence Prevention, Education and Training" be re-named "Violence Against Women Prevention Education and Services: Public Awareness Campaigns, Training Programs, Community Outreach

and Education"; and that its scope includes sexual assault in addition to domestic violence.

8. COMMITTEE REPORTS

   A. VIOLENCE AGAINST WOMEN COMMITTEE Report

   B. EMPLOYMENT AND ECONOMICS COMMITTEE Report

   C. POLICY ISSUES AND ACTION COMMITTEE Report

9. LIAISON REPORTS

   Friends Committee

10. PUBLIC COMMENT

11. ANNOUNCEMENTS

12. ADJOURNMENT

Know Your Rights Under the Sunshine Ordinance
(Chapter 67 of the San Francisco Administrative Code)

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City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

2/27/97

Sonia Melara, Executive Director

MINUTES

February 27, 1997

The Regular Meeting of the Commission on the Status of Women (COSW) was held on February 27, 1997 at 25 Van Ness, Suite 70, San Francisco, CA.

1. CALL TO ORDER/ROLL CALL

Noting that a quorum of the Commission was present, President Treskunoff called the meeting to order at 4:40 p.m.

MEMBERS PRESENT	STAFF	MEMBER EXCUSED
President Treskunoff Bailey	Sonia Melara	Commissioner Phelps
Vice President Ito	Melyssa Jo Kelly	
Commissioner Brandt	Leatrice Miyashiro	
Commissioner Chang		
Commissioner Gissler		

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2. ADOPTION OF AGENDA

m/s/c (Gissler/Chang) to approve the agenda.

3. ADOPTION OF MINUTES

m/s/c (Ito/Chang) to approve the minutes with one change on page 6, first motion should read: m/s/c (Brandt/Phelps) to participate in and support the efforts to ratify CEDAW.

4. PRESIDENT'S REPORT

President Treskunoff Bailey reported that the Health Department had been alloted $20 million to treat substance abuse. She has been asked to sit on the committee on behalf of the Housing Authority to distribute these funds.

5. STAFF REPORT

Sonia Melara gave the staff report highlights as follows:

The Children's Council of San Francisco, the California Child Care Resource and Referral Network and Wu Yee Children Services will be making a presentation to the Commission at the 3/27th meeting on the California Child Care Portfolio.

A letter was sent to the Mayor's budget staff, under President Treskunoff's signature, in support of the two positions needed at the Department of Human Resources to implement the Sexual Harassment Task Force recommendations.

Several Activities are being planned for Sexual Assault Awareness Month (April). The Commission has asked the Mayor's office to hold a press conference at the end of March to announce the establishment of San Francisco's consolidated 24 hour Sexual Assault hot line and 24-hour on-call victim advocacy and accompaniment program. In addition, we will be co-sponsoring a rally with San Francisco Women Against Rape on April 26, as well as sponsoring a presentation to the Board of Supervisors thereafter. An action item is listed in the March 4th meeting agenda to request the Commission's sponsorship of the Sexual Assault Awareness Month Rally.

Renee Williams is representing the Commission at the Board Meeting of the National Association for Commissions on Women (NACW) in Washington D.C. She will make a follow-up presentation on COSW's bid to host the NACW's 1998 convention in San Francisco.

Lastly, two reminders: 1)The Statement of Economic Interest is included in Commissioner's packets. They should be completed and sent to the Commission office prior to April 1 to insure the office keeps a copy and sends or delivers by April 1. And 2) A special planning meeting will be held on Tuesday, March 4, 4-6:30p.m.

6. OLD BUSINESS

Congratulations went out to Commissioner Chang who has been reappointed for another term as a Commissioner for COSW.

7. NEW BUSINESS

Recommendation Regarding Fiscal Year 1997-98 Violence Against Women Prevention Education and Services Request for Qualifications(RFQ)

Sonia Melara reviewed two proposed changes to the 1997-98 1997-98 Violence Against Women Prevention Education and Services RFQ. The general purpose and scope of the services to be delivered under this grant will not change. However, duplications have been eliminated and a more focused approach will be required of potential grantees. The Commission is asked to approve the following:

- 1) The title to be changed from "Creating Institutional Change: Domestic Violence Prevention, Education and Training" to "Violence Against Women Prevention Education: Public Awareness Campaigns, Training Programs, Community Outreach and Education".

- 2) Proposals to be required to address domestic violence, and include sexual assault as part of the continuum of violence against women.

Motion (Ito/Chang) to approve that the RFQ formerly known as "Creating Institutional Change: Domestic Violence Prevention, Education and Training" be re-named "Violence Against Women Prevention Education and Services: Public Awareness Campaigns, Training Programs, Community Outreach and Education"; and that proposals be required to address domestic violence, and include sexual assault as part of the continuum of violence against women as long as it is understood that this funding will continue to be allocated under the Domestic Violence Grants.

ROLL CALL VOTE WAS TAKEN: Ayes: Brandt, Chang, Gissler, Ito and Treskunoff Bailey.

8. COMMITTEE REPORTS

None.

9. LIAISON REPORTS

Friends Committee

Sonia Melara reported that we expect approximately 500 people to attend Women's Opportunity Weekend on February 28 and March 1, 1997. Over 350 people have registered to attend the luncheon on Friday and 250 on Saturday.

10. PUBLIC COMMENT

None.

11. ANNOUNCEMENTS

None.

12. ADJOURNMENT

The meeting was adjourned at 5:14 p.m.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
* Special Meeting
Tuesday, March 4 at 4 - 6:30P.M.
25 Van Ness, 6th Floor Commission on Aging Conference Room
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Sharron Treskunoff Bailey
Vice President Caryl Ito
Commissioner Julie Brandt
Commissioner Patricia Chang
Commissioner Cynthia Gissler
Commissioner Regina Phelps

** *Public Comment will be heard after each agenda item.*

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1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. NEW BUSINESS

   Planning Session
4. PUBLIC COMMENT
5. ANNOUNCEMENTS
6. ADJOURNMENT

Know Your Rights Under the Sunshine Ordinance
(Chapter 67 of the San Francisco Administrative Code)

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City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

SPECIAL MEETING
March 4, 1997

The Special Meeting of the Commission on the Status of Women (COSW) was held on March 4, 1997 at the Commission on Aging Conference Room on the 6th Floor.

1. CALL TO ORDER/ROLL CALL

Noting that a quorum of the Commission was present, President Treskunoff Bailey called the meeting to order at 4:20 p.m.

MEMBERS PRESENT	STAFF	MEMBER EXCUSED
President Treskunoff Bailey	Sonia Melara	Commissioner Gissler
Vice President Ito	Rosario Navarrette	
Commissioner Brandt	Ada Renee Williams	
Commissioner Chang	Ann Lehman	
Commissioner Phelps	Melyssa Jo Kelly	
	Esther Velonza	
	Leatrice Miyashiro	

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2. ADOPTION OF AGENDA

m/s/c (Brandt/Phelps) to approve the agenda.

3. NEW BUSINESS

A. Sexual Assault Awareness Month Activities

Sonia Melara stated that San Francisco Women Against Rape SFWAR is requesting co-sponsorship for activities for Sexual Assault Awareness Month. This is an agreement stated in their contract with COSW. One of the activities is a rally to be held at 12-Noon on April 26, 1997 at Delores Park.

m/s/c (Chang/Brandt) to co-sponsor activities with San Francisco Women Against Rape (SFWAR) including a rally on April 26.

B. Planning Session

Discussion was held on the potential, various task forces to be developed at the Commission.

The Commission agreed to continue the following:

1. Adult Sexual Assault Task Force
2. Young Women's Sexual Assault Task Force
3. Marketing Committee
4. WWMAD Event (Women Who Make A Difference Event)

The Commission has requested additional information on the following:

1. Out of Sight, Out of Mind Report Committee (Girls in Juvenile Justice System)
2. Prostitution Implementation Plan
3. CEDAW - Convention to Eliminate all forms of Discrimination Against Women.

The Commission will reach a decision on these task forces at it's March 27th meeting.

The Commission will hold a special meeting on March 19, 1997 at 12-Noon - 2 p.m. to discuss Welfare Reform and the Commission's role.

4. PUBLIC COMMENT

None.

5. ANNOUNCEMENTS

None.

6. ADJOURNMENT

m/s/c (Brandt/Ito) to adjourn the meeting at 6:15p.m.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
* Special Meeting
Wednesday, March 19 at 12 Noon - 2 P.M.
25 Van Ness, Room 130
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Sharron Treskunoff Bailey
Vice President Caryl Ito
Commissioner Julie Brandt
Commissioner Patricia Chang
Commissioner Cynthia Gissler
Commissioner Regina Phelps

** *Public Comment will be heard after each agenda item.*

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1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. NEW BUSINESS
   - Welfare Reform Discussion
4. PUBLIC COMMENT
5. ANNOUNCEMENTS
6. ADJOURNMENT

Know Your Rights Under the Sunshine Ordinance
(Chapter 67 of the San Francisco Administrative Code)

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COMMISSION ON THE STATUS OF WOMEN

March 19, 1997

The Minutes of this meeting are missing.

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Sonia Melara, Executive Director

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, March 27 at 4:30 P.M.
25 Van Ness, Suite 70
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Sharron Treskunoff Bailey
Vice President Caryl Ito
Commissioner Julie Brandt
Commissioner Patricia Chang
Commissioner Cynthia Gissler
Commissioner Regina Phelps

** *Public Comment will be heard after each agenda item.*

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1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES

   - February 27, 1997 Regular Meeting Minutes
   - March 4, 1997 Special Meeting Minutes

4. OLD BUSINESS

   - COSW's task forces

   ACTION: To approve proposed task forces for COSW.

5. NEW BUSINESS

   - COSW's sponsorship of a regional conference that Lifetime (Low-Income Families Empowerment through Education) will be holding on May 10, 1997, Family Resources for Education and Economic Empowerment to brief low-income parents about welfare reform and the educational and training opportunities available in our communities to help them get the skills they need to get off public assistance.

ACTION: To co-sponsor regional conference on May 10, 1997 on Family Resources for Education and Economic Empowerment at no cost to the Commission.

- Presentation by the Children's Council of San Francisco, the California Child Care Resource and Referral Network and Wu Yee Children Services on California Child Care Portfolio.

- Women and Pensions Conference

ACTION: to endorse the Women and Pensions Conference to be held on Friday, May 16, 1997 and co-sponsored by the Pension Rights Project of California Advocates for Nursing Home Reform and the Women's Bureau of the Department of Labor, San Francisco, at no cost to the Commission.

6. REPORTS

- Women Who Make A Difference Committee

7. PUBLIC COMMENT

8. ANNOUNCEMENTS

9. CLOSED EXECUTIVE SESSION

10. NEW BUSINESS

* Pursuant to Government Code Section 54957 and Administrative Code 67.10, the Commission on the Status of Women will meet in closed session to discuss Personnel Matters.

11. ADJOURNMENT

Know Your Rights Under the Sunshine Ordinance

(Chapter 67 of the San Francisco Administrative Code)

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COMMISSION ON THE STATUS OF WOMEN

March 27, 1997

The Minutes of this meeting are missing.

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Sonia Melara, Executive Director

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Public Hearing
Thursday, April 17, 1997 at 6 P.M.
Board of Supervisors' Chambers
401 Van Ness Ave., San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Sharron Treskunoff Bailey
Vice President Caryl Ito
Commissioner Patricia Chang
Commissioner Cynthia Gissler
Commissioner Regina Phelps

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** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER

2. Hearing on Violence Against Women and Girls in Prostitution

3. ADJOURNMENT

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The San Francisco Commission
on the Status of Women
presents

A PUBLIC HEARING ON

VIOLENCE AGAINST WOMEN AND GIRLS IN PROSTITUTION

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Thursday, 6:00 pm
April 17, 1997
Board of Supervisors' Chambers
401 Van Ness Avenue, San Francisco

Your chance to speak out! Has it happened to you -- have you been raped, beaten, or harassed? Did you try to get help -- what helped, what didn't? Your voice is important. What you say can help change the system. Anonymous testimony is OK, or use a different name. Written testimony welcome. Let your voice be heard!

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, April 24 at 4:30 P.M.
25 Van Ness, Suite 70
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Sharron Treskunoff Bailey
Vice President Caryl Ito
Commissioner Patricia Chang
Commissioner Cynthia Gissler
Commissioner Regina Phelps

** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES

   - March 27, 1997 Regular Meeting Minutes

4. PRESIDENT'S REPORT

5. STAFF REPORT

6. OLD BUSINESS

   - Violence Against Women Strategic Plan Approval

   ACTION: To approve the Violence Against Women Strategic Plan.

7. NEW BUSINESS

   - 2nd Annual Bay Area Peace Walkathon on May 17, 1997

   ACTION: To co-sponsor 2nd Annual Bay Area Peace Walkathon on May 17, 1997 and consider other involvement.

- **August Commission Meeting Date Change**

ACTION: To change the August Commission Meeting Date from August 28 to August 21, 1997.

8. REPORTS

- **Women Who Make A Difference Committee**

9. PUBLIC COMMENT

10. ANNOUNCEMENTS

11. CLOSED EXECUTIVE SESSION*

12. NEW BUSINESS

*** Pursuant to Government Code Section 54957 and Administrative Code 67.10, the Commission on the Status of Women will meet in closed session to discuss Personnel Matters.**

13. ADJOURNMENT

Know Your Rights Under the Sunshine Ordinance

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City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

4/97

Sonia Melara, Executive Director

MINUTES
April 24, 1997

The Regular Meeting of the Commission on the Status of Women (COSW) was held on March 27, 1997 at 25 Van Ness Ave., Suite 70, San Francisco, CA.

1. CALL TO ORDER/ROLL CALL

Noting that a quorum of the Commission was present, President Treskunoff Bailey called the meeting to order at 4:42 p.m.

MEMBERS PRESENT	STAFF	MEMBER EXCUSED
President Treskunoff Bailey	Sonia Melara	Commissioner Gissler
Vice President Ito	Rosario Navarrette	
Commissioner Brandt	Renee Williams	
Commissioner Chang	Melyssa Jo Kelly	
Commissioner Phelps	Leatrice Miyashiro	

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2. ADOPTION OF AGENDA

m/s/c (Phelps/Chang) to adopt the agenda.

3. ADOPTION OF MINUTES

m/s/c (Chang/Ito) to adopt the minutes of March 27, 1997.

4. PRESIDENT'S REPORT

None.

5. STAFF REPORT

Sonia Melara gave highlights of the written staff report that was given to Commissioners.

- April 24, 1997 is **Take Your Daughter To Work Day**. Ann Lehman has been working with the Mayor's office and Junior Achievement of the Bay Area to coordinate activities for this day. Twenty five girls participated in the program where girls from ages 13-17 from all parts of the community, shadowed an adult for the day at her/his workplace to see what the workplace atmosphere was like. Supervisor Mabel Teng held a mock

hearing for the girls at the Board of Supervisors chambers.

- The 1997-98 Violence Against Women Prevention Education Request for Qualifications (RFQ) has been issued. 52 organizations have picked up copies of the RFQ. The bidders conference was held on April 10, with 40 individuals and 29 organizations in attendance. Proposals are due on April 30, 1997 at 5:00 p.m. A call and a copy of a letter (sent to Commissioners) was received from Esta Soler, Executive Director of the Family Violence Prevention Fund, indicating that her organization would not be applying for the Grant. A letter to Esta Soler is in the Commissioners' packets.

- We will be meeting with Mimi Silbert on May 1 to discuss the **COSW Out of Sight, Out of Mind** Task Force and its relationship to the implementation of the recently released **Juvenile Justice Action Plan for the City**. The meeting is being facilitated by Supervisor Leal.

- The public hearing on Violence Against Women and Girls in Prostitution took place on April 17. President Treskunoff Bailey and Commissioner Chang participated. Approximately 300 people were in attendance and 40 testified. The hearing was covered by Channel 2, 5 and 48 as well as CNN, the Examiner and the Independent. Every television station aired a piece on the hearing. In addition, the Bay Guardian and the Chronicle ran promotional pieces prior to the hearing. A summary of testimony and recommendations is being prepared for the Board of Supervisors.

  Commissioner Chang commended Melyssa Jo Kelly on a job well done on organizing the hearing.

- Sonia Melara has been working with Vance Yoshida on developing the procedures on Commission and staff relationship. Unfortunately, due to Commissioners attendance today, the second part of the meeting has been postponed until May 22.

- Letters were sent to Assembly members Shelley, Migden and Senator Burton on Domestic Violence, Employment and Health legislative positions.

President Treskunoff Bailey congratulated Renee Williams who has been chosen to be the California Advocate Representative at the University of California, Office of the President, Breast Cancer Research Program for Innovative Treatments Review Committee.

6. OLD BUSINESS

Violence Against Women Strategic Plan Approval

In addition to the revisions made for clarification purposes, Sonia Melara wanted to insure the following were highlighted:

- The document will guide the COSW's activities and funding priorities and introduce significant changes planned for the next funding cycle, Fiscal Years 1998-99, 1999-00, and 2000-01, and to the extent possible, these priorities will begin to be reflected in FY 1997-98 funding.

- Long Term Self-Sufficiency: In order to insure self sufficiency, the success of the programs funded by the COSW and the extent of which each program is dependent on City funding, the COSW limit funding to 25-30% of an agency's total budget. For programs that have a larger percentage of program funding attached to City monies, COSW's goal will be to reduce the funding amount incrementally. Staff will work with the agency(s) involved to develop a plan to accomplish this goal.

m/s/c (Ito/Brandt) to approve the Violence Against Women Strategic Plan.

7. **NEW BUSINESS**

Second Annual Bay Area Peace Walkathon on May 17, 1997

Commissioner Julia Globus Sabori, chairperson of the Youth Commission spoke on behalf of the Youth Commission, which has been in existence for one year. The goal of the Youth Commission is to bridge the gap between the youth population and city hall. They are looking to city departments to support the Peace Walkathon on May 17, 1997. The Health Commission and Human Rights Commission has committed to participate.

The Mission District Community Peace Initiative (CPI) facilitated by the Real Alternatives Program (RAP) is a community collaborative working to reduce violence in the Mission District. CPI, with the help of many Bay Area organizations is organizing this Peace Walkathon to raise funds for violence prevention programs; provide youth the opportunity the experience of mobilizing their communities and organizing this event; unite people of all colors to send out a powerful message of peace to the Bay Area right before Summer; as violence often rises when youth are out of school, and finally, to build off the Walkathon momentum and use some of the funds raised to organize a Bay Area Peace Youth Summit.

The Walkathon will begin and end at Yerba Buena Gardens located at 3rd and Mission Streets in San Francisco.

m/s/c (Chang/Phelps) to co-sponsor the Second Annual Bay Area Peace Walkathon sponsored by the Youth Commission on May 17, 1997 and consider other involvement.

August Commission Meeting Date Change

Sonia Melara suggested that since Labor Day is so close to the August 28th meeting date, Commissioners should consider changing the meeting date to the 21st of August.

m/s/c (Chang/Phelps) to change August Commission Meeting Date from August 28 to August 21, 1997.

8. REPORTS

Women Who Make A Difference Committee

Commissioner Phelps stated that August 14, 1997 will be the date for the Women Who Make A Difference event. The nomination forms will be distributed shortly. She asked the Commissioners for assistance in nominating women and businesses in the community. The process is changed this year whereby after the nomination is received, the nominee will be sent a form requesting more information about herself/business. Deadline for submission of nomination forms is May 23, 1997.

Sexual Assault Task Force

Commissioner Chang reported that the Executive Committee of the Adult Sexual Assault Task Force met last week. Reports from the three committees, Criminal Justice, Community Education and Outreach and Direct Services for sexual assault.

9. PUBLIC COMMENT

None.

10. ANNOUNCEMENTS

Commissioner Chang announced the **For Girls Conference** on Sunday, April 27, 1997 at the Women's Building with 250 girls and 50 adults attending. Ann Lehman will represent the Commission at this event.

President Treskunoff Bailey stated that Commissioner Brandt was leaving the Commission and thanked her and stated that it was a pleasure working with her.

11. ADJOURNMENT

The meeting was adjourned to closed session at 5:35 p.m.

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, May 22 at 4:30 P.M.
25 Van Ness, Suite 70
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Sharron Treskunoff Bailey
Vice President Caryl Ito
Commissioner Patricia Chang
Commissioner Cynthia Gissler
Commissioner Regina Phelps

** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES

   - April 24, 1997 Regular Meeting Minutes

4. PRESIDENT'S REPORT

5. STAFF REPORT

6. OLD BUSINESS

7. NEW BUSINESS

   - ITEM: Presentation and Support of the Inter Racial Sisterhood Project
     ACTION: To Support the Inter Racial Sisterhood Project at no cost to the Commission

   - ITEM: Staff Report and Recommendation on Fiscal Year 1997-1998 Violence Against Women Prevention Education Grant Program
     ACTION: Approve Report and Recommendation on Fiscal Year 1997-1998 Violence Against Women Prevention Education Grant Program

8. REPORTS

9. PUBLIC COMMENT

10. ANNOUNCEMENTS

11. CLOSED EXECUTIVE SESSION*

12. NEW BUSINESS

*** Pursuant to Government Code Section 54957 and Administrative Code 67.10, the Commission on the Status of Women will meet in closed session to discuss Personnel Matters.**

13. ADJOURNMENT

Know Your Rights Under the Sunshine Ordinance

(Chapter 67 of the San Francisco Administrative Code)

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COMMISSION ON THE STATUS OF WOMEN

May 22, 1997

The Minutes of this meeting are missing.

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Sonia Melara, Executive Director

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Special Meeting
Monday, June 9 at 5:30 P.M.
25 Van Ness, Suite 70
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Sharron Treskunoff Bailey
Vice President Caryl Ito
Commissioner Patricia Chang
Commissioner Cynthia Gissler
Commissioner Regina Phelps

** *Public Comment will be heard after each agenda item.*

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1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES
   - April 24, 1997 Regular Meeting Minutes
4. PRESIDENT'S REPORT
5. STAFF REPORT
6. OLD BUSINESS
7. NEW BUSINESS
   - Staff Report and Recommendation on Fiscal Year 1997-1998 Violence Against Women Prevention Education Grant Program

   ACTION: Approve Report and Recommendation on Fiscal Year 1997-1998 Violence Against Women Prevention Education Grant Program
8. PUBLIC COMMENT

9. ANNOUNCEMENTS

10. ADJOURNMENT

Know Your Rights Under the Sunshine Ordinance

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City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

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MINUTES
June 9, 1997

The Special Meeting of the Commission on the Status of Women (COSW) was held on June 9, 1997 at 25 Van Ness, Suite 70, San Francisco, CA.

1. CALL TO ORDER/ROLL CALL

Noting that a quorum of the Commission was present, President Treskunoff Bailey called the meeting to order at 5:35 P.M.

MEMBERS PRESENT	STAFF
President Treskunoff Bailey	Sonia Melara
Vice President Ito	Rosario Navarrette
Commissioner Chang	Melyssa Jo Kelly
Commissioner Gissler	Leatrice Miyashiro
Commissioner Phelps	

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2. ADOPTION OF AGENDA and MINUTES of April 24, 1997

m/s/c (Chang/Phelps) approved the meeting agenda and the minutes of April 24, 1997.

3. PRESIDENT'S REPORT

President Treskunoff Bailey stated that she was on the Department of Public Health's Treatment on Demand Planning Committee and a report (Substance Abuse Treatment on Demand: First Steps Plan) had been completed and would be implemented. It is a very intensive plan that will provide services to people with substance abuse problems. One part of the plan that President Treskunoff Bailey worked on was services for women in public housing.

4. STAFF REPORT

Sonia Melara stated that due to a short meeting, she would highlight the budget on the staff report (dated May 22, 1997). The budget review has been completed for COSW and we have been informed of our 1997-98 budget. All Health Department funds have been transferred to COSW, instead of treating it as a Work Order. The additional $85,000 not originally available from DPH for Adult Sexual Assault programs, have been funded through the General Fund. In addition, the Accounting position is now funded at full time. The grant writer and Welfare

Reform Coordinator were not funded. The latter is perceived as a duplicate effort as the mayor wants the Department of Human Services to oversee the Reform's implementation. A written memorandum has been sent to Supervisor Susan Leal, Budget Committee Chair, on this request.

5. OLD BUSINESS

None.

6. NEW BUSINESS

Staff Report and Recommendations Regarding Fiscal Year 1997-1998 Violence Against Women Prevention Education Grant Program

Melyssa Jo Kelly presented preliminary funding recommendations for the Commission on the Status of Women's 1997-98 Request for Qualifications for ***Violence Against Women Prevention Education.*** She noted that the Commission was successful in reaching out to the wider community. More than sixty Application Packets were picked up, over forty people attended the Bidder's Conference, and fourteen groups submitted proposals.

She reported on the application review process that included a preliminary staff screening, followed by an Experts Review Panel, and a staff analysis of applications recommended by the panel. She noted that preliminary funding recommendations combine the recommendations of the Experts Review Panel with the staff analysis of applications, and was developed within the limitations of being one-year grants, and having a $196,585 budget for prevention education.

She emphasized that the following preliminary funding recommendations are subject to modification, as most require negotiations regarding proposals, programs, work plans, and budgets:

Bayview Hunters Point Foundation: Women Against Violence Everywhere Project
Amount: $28,575
Provide school, community and agency based violence against women prevention education to school-aged girls and their mothers.

Community United Against Violence: Lesbian/Bisexual/Transgender Women's Media
Amount: $20,000
Provide public media campaign to increase lesbian, bisexual and transgender women's awareness of violence against women, and access to direct services.

Cultural Odyssey: Medea/Glide Collaboration
Amount: $40,000
Develop a theatre production in which survivors address violence against women, poverty and race; and stage community performance series.

Girls After School Academy: Family Violence/Sexual Assault Prevention
Amount: $7,535
Provide presentations to adults and children in Sunnydale regarding dating violence, domestic violence, sexual assault and sexual harassment.

Horizons Unlimited: Young Women Arise Project
Amount: $20,000
Provide violence against women peer education to youth in the Mission and Western Addition.

SF Consortium on Elder Abuse Prevention: Training Program for Service Providers
Amount: $17,000
Develop domestic violence/sexual assault assessment tool, and provide cross training for violence against women/elder service agencies.

SF Neighborhood Legal Assistance Foundation: Prevention Education in Middle Schools
Amount: $27,000
Develop curriculum and provide domestic violence and sexual assault prevention education to middle school students.

San Francisco Women Against Rape: Students Talking About Non-Violent Dating
Amount: $27,000
Provide peer prevention education regarding violence against women to high school students.

UC-San Francisco Center on Deafness: Domestic Violence/Sexual Assault Prevention
Amount: $9,475
Provide prevention workshops to deaf and hearing-impaired children and adults, and training for violence against women agencies.

Commissioners discussed funding recommendations, and President Treskunoff Bailey expressed strong concerns that GASA was recommended for a $7,535 grant. Although she was unaware of their full request, she was concerned whether the organization would be able to proceed with a project with this amount.

After discussion, President Treskunoff Bailey invited public comment.

Lester Olmstead Rose of Community United Against Violence (CUAV) spoke on behalf of the San Francisco Domestic Violence Consortium, and expressed concerns regarding the following areas which were not addressed by staff funding recommendations: non-duplication of services, establishment of a central organization for sharing skills and resources, and the provision of services to the Vietnamese community. Mr. Rose also noted that because the Commission shifted its focus from domestic violence to violence against women without increasing resources, COSW is taking money from domestic violence programs.

Vice President Ito emphasized that instead of "taking money" from domestic violence, the COSW's Violence Against Women Prevention Education RFQ continues to address domestic violence and now includes sexual assault as part of the continuum of violence against women. She noted that this is better use of COSW resources and a more comprehensive way to address violence against women.

Rhodessa Jones of the Medea Project stated that she was excited about receiving a COSW grant to work with Glide Church, and recommended that the Commission consider future funding for longer than one year.

Motion (Treskunoff Bailey/Phelps) to approve the preliminary funding recommendations for the Commission on the Status of Women's Fiscal Year 1997-98 Violence Against Women Prevention Education Request for Qualifications.

ROLL CALL VOTE WAS TAKEN: Abstain: Chang, Ayes: Gissler, Ito, Phelps and Treskunoff Bailey.

8. PUBLIC COMMENT

Jeannette Lazam of Women's Alcoholism Center thanked the Commission and staff for opening up the funding process to the broader community.

Ramón Arias of the San Francisco Neighborhood Legal Assistance Foundation asked if application ratings were public information. He was invited to meet with Melyssa Jo Kelly to review rating information related to the San Francisco Neighborhood Legal Assistance Foundation application.

Leslie Levitas of POWER Alumnae Group asked for suggestions on how to improve future applications. She was referred to Melyssa Jo Kelly for information about their proposal. Ethel Olsen, also of POWER Alumnae Group, thanked the Commission for the opportunity to participate in the application process.

Rosario Navarrette thanked everyone who participated in the application process, particularly the San Francisco Domestic Violence Consortium. She emphasized that the Consortium and COSW are still strong partners working together toward their common vision of comprehensive domestic violence services in San Francisco.

President Treskunoff Bailey thanked everyone for their interest in COSW's Violence Prevention Request for Qualifications and noted that because the process was open, there were more applications this year. She especially thanked Melyssa Jo Kelly for all her hard work.

9. ANNOUNCEMENTS

Commissioner Gissler's Resignation:
Sonia Melara thanked Commissioner Gissler for giving of her expertise at the Commission.
Commissioner Gissler stated that it was an honor to have served on the Commission.

Commissioner Phelps thanked Melyssa Jo Kelly for all her work on the Violence Against Women Prevention Education Request for Qualifications.

10. ADJOURNMENT

The meeting was adjourned at 6:28 p.m.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, June 25 at 4:30 P.M.
25 Van Ness, Suite 70
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Sharron Treskunoff Bailey — *Commissioner Patricia Chang*
Vice President Caryl Ito — *Commissioner Regina Phelps*

** ***Public Comment will be heard after each agenda item.***

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES
   - June 9, 1997
4. PRESIDENT'S REPORT
5. STAFF REPORT
6. OLD BUSINESS
7. NEW BUSINESS
   - Women Who Make A Difference Award Nominations

ACTION: Approve Women Who Make A Difference Award Nominations.

8. REPORTS

9. PUBLIC COMMENT

10. ANNOUNCEMENTS

11. ADJOURNMENT

Know Your Rights Under the Sunshine Ordinance

(Chapter 67 of the San Francisco Administrative Code)

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, June 26 at 4:30 P.M.
25 Van Ness, Suite 70
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

Revised (6/23/97) AGENDA

Roster:

President Sharron Treskunoff Bailey
Vice President Caryl Ito
Commissioner Patricia Chang
Commissioner Regina Phelps

** ***Public Comment will be heard after each agenda item.***

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES
   - June 9, 1997
4. PRESIDENT'S REPORT
5. STAFF REPORT
6. OLD BUSINESS
7. NEW BUSINESS

- Women Who Make A Difference Award Nominations

ACTION: Approve Women Who Make A Difference Award Nominations.

- Police Department's Consent Decree

8. REPORTS

9. PUBLIC COMMENT

10. ANNOUNCEMENTS

11. ADJOURNMENT

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City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

6/26/97

MINUTES
June 26, 1997

The Regular Meeting of the Commission on the Status of Women was held on June 26, 1997 at 25 Van Ness, Suite 70, San Francisco, CA.

1. CALL TO ORDER/ROLL CALL

Vice President Ito started the meeting at 4:37 p.m. Although there was no quorum, a discussion was held.

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MEMBERS PRESENT	STAFF
Vice President Ito	Sonia Melara
Commissioner Phelps	Leatrice Miyashiro

Vice President Ito introduced three new COSW Commissioners, Sabrina Saunders, Milton Marks and Ximena Delgado. They will be sworn in on July 2, 1997 at 4:30p.m.

2. STAFF REPORT

Sonia Melara gave highlights of the Staff Report provided to Commissioners in their packets as follows:

The COSW 1997-98 budget was officially approved by the Board of Supervisors. The total budget is $1,979,808.00. All Health Department funds for Adult Sexual Assault services have been transferred to the COSW, instead of treating it as a Work Order. The additional $85,000 not originally available from Department of Public Health (DPH) for Adult Sexual Assault programs, have been funded through the General Fund. In addition, the Accounting position is now funded at full time. The grant writer and Welfare Reform Coordinator were not funded. The latter is perceived as a duplicate effort as the Mayor wants the Department of Human Services to oversee the Reform's implementation.

New computers were ordered for the office to replace outdated equipment. Everyone in the office is now using all programs prescribed by the City. We are also in the process of setting up the system to be on-line with the Controller's office to monitor our budget.

The COSW Information and Referral Directory is being compiled by two of our interns, Nina Wasow and Jana Shustack. The directory will provide information on general services available to women, as well as on women specific services.

A meeting was held with Local 21 regarding a law suit by DPW women against their department. Present at the meeting was Commissioner Patti Chang*, along with a representative of Local 21, their attorney on the case, and one of the women involved in the case. While the case is almost resolved, the Union was interested in holding hearings about the case. After a long conversation, we arrived at the conclusion that we would like to hold hearings on a broader issue (such as 'glass ceiling') for women in City Government. Supervisor Mabel Teng has expressed interest in sponsoring these hearings. We have a meeting scheduled for July 10 at 2 p.m. Commissioner Caryl Ito* has agreed to be present at the meeting with Ann Lehman from our staff.

*Both Commissioners were directly contacted by the Union as two of the women involved in the suit are Asian.

Commissioner Chang and Sonia Melara will be attending the National Association for Women's Convention in Phoenix, July 9-13.

The Adult and Young Women Sexual Assault Task Forces continue to meet. A proposal has been submitted to MOCYF for the girl's services. The grant will cover stipends and other incidentals such as food, training, etc.

As of June 1, 1997, a Domestic Violence Court is now in existence. Judge Donna Little was primarily responsible for its creation. Judge Julie Tang is the Domestic Violence Court judge. In the near future, we will arrange a presentation to the Commission on the new court.

The Gender Parity report has been finalized by MOCYF. In reviewing the information, we believed that the report has a series of problems. For one, while it is easy to determine (in numbers) whether girls and boys are equally being served by community programs, it is not as easy to determine if these are 'gender specific' programs. Therefore, we have asked MOCYF to include this in future studies.

3. NEW BUSINESS

Women Who Make A Difference Awards

Commissioner Phelps reported that the Women Who Make A Difference Awards Ceremony will be held on August 14, 1997 in the Green Room from 5:30 – 7:30 p.m. The awardees have been selected as follows:

Individuals:	Non-Profit:	Lora Jo Foo - Asian Law Caucus
		Renee Saucedo – Northern California Coalition for Immigrant Rights
	Government:	Kathy How – Department of Public Works
	Business:	Barbara Morrison – TMC Development
Corporation:		Pacific Gas & Electric
Special Award:		Center for Young Women's Development

Vice President Ito thanked Commissioner Phelps for her work on the Women Who Make A Difference Committee.

Commissioner Phelps thanked staff person Ann Lehman who did a lot of the work on the committee.

Police Department's Consent Decree

Lori Giorgi from the City Attorney's office gave a historical overview and update on the Police Department's Consent Decree.

- She reported that at the present time, the City is very close to meeting the goals of the consent decree and other changes are taking place.
- In the process, the civil service rules are being amended so that hiring practices are incorporated into the Civil Service rules to insure that old practices that led to the original discrimination are eliminated. Example: in the past, they had written multiple choice exams which had a discriminatory impact. These were taken out. Another practice was that command staff couldn't be promoted from any ranks below captain. Unfortunately, there were no minorities or women in the rank of captain. In fact, the first woman minority captain was sworn in recently. What they hope to do in the post consent decree phase, is allow the Chief to also appoint command staff from the rank of lieutenant.
- In the past, in the examinations, candidates were picked by rank order. But now they are implementing the "Rule of Three" where the top 3 candidates are equal statistically and they pick from one of the three. Another tool that is used to minimize employment adversity is banding. This is a concept where the statistical formula is reviewed to determine with up to 95% certainty that candidates with a certain range of scores are equally qualified. Selections are then made from those candidates using a secondary criteria that might not have been used in the examinations. Secondary criteria are for example: service to the community, disciplinary action taken (deduction), commendations received, educational background, training and experience.

4. PUBLIC COMMENT

None.

5. ANNOUNCEMENTS

Sonia Melara announced that the next regular commission meeting will be July 24, 1997.

6. ADJOURNMENT

The discussion ended at 5:10 p.m.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, July 24 at 4:30 P.M.
25 Van Ness, Suite 70
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Sharron Treskunoff Bailey
Vice President Caryl Ito
Commissioner Patricia Chang
Commissioner Ximena Delgado
Commissioner Milton Marks
Commissioner Regina Phelps
Commissioner Sabrina Saunders

** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES
    - June 9, 1997 Special Meeting
    - June 26, 1997 Regular Meeting
4. PRESIDENT'S REPORT
5. STAFF REPORT
6. OLD BUSINESS

7. NEW BUSINESS

- Co-sponsor cross-disabled peace and freedom vigil for MHONA International

ACTION: Co-sponsor cross-disabled peace and freedom vigil for MHONA International

- Approve resolution commending Dr. Sandra Hernandez's work.

ACTION: To approve resolution commending Dr. Sandra Hernandez's work on behalf of Women.

8. REPORTS

9. PUBLIC COMMENT

10. ANNOUNCEMENTS

11. ADJOURNMENT

Know Your Rights Under the Sunshine Ordinance

(Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decision in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance, or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 554-4851.

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MHONA INTERNATIONAL
Center For & By Victims & Survivors Of Violent Trauma With Cross - DisAbilities
P. O. Box - 22162 - San Francisco - CA -94122
Fax. 415.759.0958 - E-mail - mhona@linex.com -Ph 415.665.1178
MHONA is A Fed. Licensed Non - Profit Foundation - 501 3 C - Est. 1982

June 19, 1997

Attn: Rosario Navarrette
% Status Of Women

Fax : 252.2575

10 pages

Dear Rosario :

Please accept my heartfelt appreciation for your taking time to hear of our up-coming cross-disAbled peace and freedom vigil.

Enclosed please find information regarding our communication of this morning. Should you have further inquiry, please do not hesitate to call me.

In sum we are in need of sponsorship and advocacy, very strongly from women locally, nationally, internationally, in any way of "Ability" !

We look forward to receiving a Spokesperson on behalf of The Status of Women, on our vigil program.

We ask if you can help us find :

*For our volunteer mtngs - A disAbled meeting room - day - up till 7:30pm
*To Help In Dissemination of Our Vigil Information - Xeroxing - Internet-Etc.
*Your Joining MHONA & Others for a News Conference Close To Vigil Date
*Sending Your Flag With Your Signatures Of Support From Your Concern

{*Speakers At Our Vigil - (Each speaker allowed 2 - 3 minutes) }

*Entertainers - Poets - Artists (Any form) - Known - Unknown

*olunteers To Connect With Florists Around the Bay Area

* Volunteer Drivers To Take Flowers Back To DisAbled Connects

*Volunteers Hold Flags Day Of Our Vigil (If Flags Have No Representative)

Thank you for your kindness in hearing of our need(s). We are very much in need of community(ies) support, as well as individuals. We look forward to working with you.

Call me at : 415.665.1178 or fax. 415. 759.0958 - E-mail:mhona@linex.com.

Respectfully
Tatiana A. Kostanian
Tatiana A. Klimenko-Kostanian - Founder
Executive Director

Sept. 27 - Sat. 9-5

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

7/24/97

MINUTES
July 24, 1997

The Regular Meeting of the Commission on the Status of Women (COSW) was held on July 24, 1997 at 25 Van Ness, Suite 70, San Francisco, CA.

1. CALL TO ORDER/ROLL CALL

Noting that a quorum of the Commission was present, President Treskunoff Bailey called the meeting to order at 4:38 p.m.

MEMBERS PRESENT	STAFF
President Treskunoff Bailey	Sonia Melara
Vice President Ito	Rosario Navarrette
Commissioner Chang	Renee Williams
Commissioner Delgado	Ann Lehman
Commissioner Marks	Melyssa Jo Kelly
Commissioner Phelps	Esther Velonza
Commissioner Saunders	Leatrice Miyashiro
	Intern: Jana Shustack

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2. ADOPTION OF AGENDA

m/s/c (Chang/Delgado) approved the meeting agenda.

3. ADOPTION OF MINUTES

m/s/c (Ito/Delgado) adopted the minutes of June 9, 1997 and June 26, 1997 with correction on June 9th minutes as follows: Under New Business: Staff Report and Recommendations Regarding Fiscal Year 1997-1998 Violence Against Women Prevention Education Grant Program: President Treskunoff Bailey statement on approval of budget. "President Treskunoff Bailey was unhappy about the allocation and rationale behind the allocations and reluctantly voted yes."

4. STAFF REPORT

Sonia Melara requested that members of the staff provide the commissioners with a description of some of the tasks in which they are involved. She then provided the Commission with her staff report highlights as follows:

- A retreat survey was handed out to commissioners with a request to fill it out (to assess their availability for a retreat to be held on a Saturday in September or October).
- An intern from Iraq has been conducting focus groups to assess the needs of middle-eastern women. We will have a report from her by the end of the summer.
- Commissioner Ito and Ms. Lehman met with Supervisor Teng on a hearing on the glass ceiling sometime this fall. This is a follow-up to an action by some women from the Department of Public Works who brought a suit against DPW regarding glass ceiling issues and discrimination issues.
- Judge Donna Little and Judge Julie Tang were invited to the August meeting to talk about the new Domestic Violence Court.
- National Association of Commissions for Women (NACW) Convention had their meeting in Phoenix. They passed several resolutions - one on welfare reform and another on insurance for battered women. When Ms. Melara receives the final resolutions, she will ask the commissioners to take a position. Ms. Melara made San Francisco's presentation about the 1998 NACW Convention. The executive committee is still in the process of deciding whether this convention will be held in San Francisco.

5. PRESIDENT'S REPORT

President Treskunoff Bailey asked the three new Commissioners what their areas of interests were in working with the Commission.

Commissioner Delgado stated that her interest is economic development issues and also domestic violence.

Commissioner Marks' indicated an interest in getting women equal pay.

Commissioner Saunders stated her interest in welfare reform and women's health, especially those issues affecting women of color.

President Treskunoff Bailey introduced Rebecca Prozan of the Mayor's office and asked for her input.

Rebecca Prozan stated that the mayor has asked her to regularly attend Commission meetings, to be available for input as needed. She gave her phone number - 554-6148 out to commissioners.

6. OLD BUSINESS

None.

7. NEW BUSINESS

Cross-disabled Peace and Freedom Vigil for MHONA International

Tatiana A. Kllmenko-Kostanian – Founder and Executive Director of MHONA International, a center for and by victims & survivors of violent trauma with cross-disabilities, stated that her organization is looking for speakers for the peace vigil which will be held in Golden Gate Park on Saturday, September 27, 1997 from 9 am- 5 pm. There will be a site for people, flags, flowers and art at the Music Concourse Bandstand Shell.

m/s/c (Marks/Phelps) to co-sponsor cross-disabled peace & freedom vigil for MHONA International.

Approve resolution commending Dr. Sandra Hernandez's work.

m/s/c (Chang/Marks) to approve the resolution commending Dr. Sandra Hernandez's work on behalf of women.

8. REPORTS

Women Who Make A Difference Report

Commissioner Phelps reminded everyone of the Women Who Make A Difference Awards Ceremony on August 14, 1997 from 5:30 – 7:30 p.m. in the Green Room of the War Memorial Building. Assemblywoman Jackie Speier will be the keynote speaker and there will be four individual awards, one business and one special award for a non-profit.

Adult Sexual Assault Task Force

Commissioner Chang stated that the Adult Sexual Assault Task Force that Rosario Navarrette is working on, is a citywide response to sexual assault. The people who have worked on this have come up with three areas that need developing. One is criminal justice system which includes the police, district attorney, victim witness, probation, courts and rape treatment services. The other is direct services which includes the Department of Public Health, S.F Women Against Rape, Department of Human Services and other community agencies. Last but not least, is prevention education, which involves the efforts of all the different partners in the city. Task Force member agencies are developing a first draft of a report for the City's vision of their coordinated response to Sexual Asault.

Sexual Harassment Position

Vice President Ito stated that Ann Lehman has informed her that the Department of Human Resources has been allocated funding for staffing of two people for the sexual harassment EEO Investigator positions. Ann Lehman stated that the two people have not been hired yet but there is a list completed. There will also be a new sexual harassment hotline that will be staffed by these two people.

Out of Sight, Out of Mind Task Force

Ann Lehman stated that the Out of Sight, Out of Mind Task Force is sponsoring two speakers on August 12 at 10 a.m., upstairs on the 8th floor. These two well-known speakers, Dr. Barbara Bloom and Dr. Barbara Owens will speak on their work on creating gender specific criteria for girls programs.

First Woman Deputy Chief

Vice President Ito announced that Melinda Pengel was promoted to Deputy Chief at the Airport – the first woman promoted to deputy chief.

NACW Convention

Sonia Melara stated that the latest information about the NACW Convention in 1998 was that the board is having second thoughts about the room rates in San Francisco. They are also considering lowering the conference fee. As an alternative to San Francisco, they are considering other cities like Nevada and Washington, D.C. They will let us know soon.

Commissioner Chang, who attended the Phoenix Convention, stated that the San Francisco COSW is a very strong commission compared to other COSWs in other cities. She feels that it would be very good for the NACW to hold the convention here. Compared to what she saw in Phoenix, we could put on a strong national issues program.

9. PUBLIC COMMENT

None.

10. ADJOURNMENT

m/s/c (Phelps/Chang) to adjourn the meeting at 5.40 p.m.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

5

21/97

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, August 21, 1997 at 4:30 P.M.
25 Van Ness, Suite 70
San Francisco, California 94102

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AGENDA

Roster:

President Sharron Treskunoff Bailey
Vice President Caryl Ito
Commissioner Patricia Chang
Commissioner Ximena Delgado
Commissioner Milton Marks
Commissioner Regina Phelps
Commissioner Sabrina Saunders

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** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES
   - July 24, 1997 Regular Meeting
4. PRESIDENT'S REPORT
5. STAFF REPORT
6. OLD BUSINESS
7. NEW BUSINESS
   - Election of Officers

ACTION: To elect officers for '97-'98.

- Retreat Date: October 4, 1997

ACTION: To approve retreat date of October 4, 1997.

- Public Hearing with Supervisor Teng on Glass Ceiling Issues

ACTION: To approve public hearing with Supervisor Teng on Glass Ceiling Issues

- Public Hearing for Convention on the Elimination of Discrimination Against Women (CEDAW) with Supervisor Kaufman

ACTION: To approve public hearing for CEDAW with Supervisor Kaufman

- Bridge of Peace Ceremony co-sponsorship for InterRacial Sisterhood Project (ISP)

ACTION: To co-sponsor Bridge of Peace Ceremony for InterRacial Sisterhood Project

8. REPORTS

9. PUBLIC COMMENT

10. ANNOUNCEMENTS

11. ADJOURNMENT

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City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

MINUTES
August 21, 1997

The Regular Meeting of the Commission on the Status of Women (COSW) was held on August 21, 1997 at 25 Van Ness, Suite 70, San Francisco, CA.

1. CALL TO ORDER/ROLL CALL

Noting that a quorum of the Commission was present, Vice President Ito called the meeting to order at 4:39 p.m.

MEMBERS PRESENT	STAFF
President Treskunoff Bailey	Sonia Melara
Vice President Ito	Rosario Navarrette
Commissioner Chang	Leatrice Miyashiro
Commissioner Delgado	
Commissioner Marks	
Commissioner Phelps	
Commissioner Saunders	

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2. ADOPTION OF AGENDA

m/s/c (Marks/Chang) to approve the agenda with the change to delay the first action in New Business (Election of Officers) until President Treskunoff Bailey arrives.

3. ADOPTION OF MINUTES

m/s/c (Marks/Phelps) to adopt the minutes of July 24, 1997.

4. STAFF REPORT

Sonia Melara reported highlights of her staff report as follows:

- COSW Retreat date will not be October 4, 1997.
- Rosario Navarrette and Ms. Melara attended an ADA (Americans with Disabilities Act) policies and procedures meeting for the City.
- Rosario Navarrette (in Melyssa Jo Kelly's absence) and Ms. Melara also attended a meeting facilitated by the Mayor's staff on contracts being awarded by City departments. The primary purpose of this effort, as with previous ones, is to insure that we are not duplicating funding to community agencies.

- We were notified of the Mayor's request to place 10% of all program grants in reserve. He has also requested that all departments prepare a rationale for funding the programs/organizations.
- The Women Who Make a Difference event was one of the best events we have ever had. Thanks to Commissioner Phelps, Ann Lehman and Emily Gasner. Media coverage included a news piece by Channel 4, KNBR and Channel 7 will salute one of the awardees.
- The Out of Sight, Out of Mind Task Force continues to meet. Several members of the task force have been invited to participate in various Design and Detail Teams of the Juvenile Justice Action Plan as we had requested.
- Ann Lehman and Ms. Melara met with Supervisor Teng on plans for the Glass Ceiling Hearing to be held this fall. No date has been set yet.
- Judge Donna Little had been invited to today's meeting to provide you with a description of the Domestic Violence Court. Unfortunately, she was unable to attend. She has been re-scheduled for our September meeting.
- Domestic Violence Awareness Month preparations are underway. This year, the COSW awards ceremony will be included in a major event being planned by the San Francisco Family Violence Council at the Palace of Fine Arts on October 7, 1997. Further information to be provided by Rosario Navarrette during the meeting.
- Enclosed in the Commissioner's packets is a request to co-sponsor the Sentences Project's Discussion on Child Sexual Abuse Prevention Program. If Commissioners have any questions or objections, they can contact staff by Monday, August 25, 1997.
- Commissioner Chang and Ms. Melara met with Gail Stein of Supervisor Kaufman's staff and Commissioner Knudsen, Chair of the Human Rights Commission to plan the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) hearing. October 30, 1997 will be the date for the hearing.
- The Cross-disabled Peace and Freedom Vigil for MHONA International is requesting speakers for their event to be held on September 27, 1997. Commissioner Phelps volunteered to be a speaker.
- The National Association of Commissions for Women (NACW) has decided to hold their 1998 Convention in Nevada.

NOTE: President Treskunoff Bailey arrives at 4:55 p.m.

Vice President Ito complimented Commissioner Phelps and Emily Gasner for their excellent work on the Women Who Make a Difference Awards Event. Commissioner Phelps complimented staff Ann Lehman and Emily Gasner for working night and day on this event.

5. OLD BUSINESS

None.

6. NEW BUSINESS

Election of Officers

m/s/c (Ito/Delgado) to nominate Commissioner Patricia Chang as Vice President of the Commission.

m/s/c (Phelps/Chang) to nominate Vice President Ito as President of the Commission.

Outgoing President Treskunoff Bailey congratulates Commissioner Chang on being elected Vice President and Vice President Ito as being elected President of the Commission.

Incoming President Ito thanked outgoing President Treskunoff Bailey for her work as President during her term.

Retreat Date

Sonia Melara stated that October 4 would not work for a retreat date. After discussing other possible dates with the Commissioners, November 8, 1997 came up as a possible date. President Treskunoff Bailey and Commissioner Saunders would have to see if they are available. The Retreat Date will be voted on at the next Commission meeting in September.

Public Hearing with Supervisor Teng

Sonia Melara stated that there is no date set yet for the hearing.

m/s/c (Ito/Delgado) to approve the Public Hearing with Supervisor Teng on Glass Ceiling Issues.

CEDAW Public Hearing with Supervisor Kaufman

m/s/c (Marks/Ito) to approve public hearing for CEDAW with Supervisor Kaufman on October 30, 1997.

Bridge of Peace Ceremony co-sponsorship for InterRacial Sisterhood Project

Melody Powers gave a presentation of the InterRacial Sisterhood Project (ISP) which included the following facts.

- The ISP is a new organization that is continuing the excitement from the Beijing Women's Conference.

- The Bridge of Peace Ceremony which was started in America over 5 years ago was formed to promote racial harmony and they decided to bring this ceremony to Northern California based on the belief that the Bay Area is a small global village.
- They found out that when women become sisters, men are not as destructive and hateful toward each other.
- The Bridge of Peace Ceremony has been happening in Oakland for the past two years.
- This year, ISP wanted to be interracial and intergenerational by requesting women to bring their daughters with them to cross the Bridge of Peace.
- Mrs. Joyce Mungherera, the National Executive Director of the YWCA in Kampala, Uganda will be the keynote speaker.
- The Bridge of Peace Ceremony will be held on Saturday, November 1, 1997 at the Oakland Marriott Hotel from 9:00 a.m. to 4:00 p.m. Tickets are $50.00.

Ms. Powers requested the Commission to be a co-sponsor for the Bridge of Peace Ceremony.

m/s/c (Marks/Phelps) to approve to co-sponsor the Bridge of Peace Ceremony.

7. REPORTS

Domestic Violence Awareness Month

Rosario Navarrette reported that the Commission's Domestic Violence Awareness Month Award Ceremony is taking a different approach this year. It will be held at the Palace of Fine Arts on October 7, 1997 and is a free event, open to the public. The event will be sponsored by the Family Violence Council. The program will include our Commission's Awards in addition to a children's poster contest. There will be a VIP Reception, Resource Tables and representatives from all the organizations that make up the S.F. Family Violence Council. (As mentioned earlier, the S.F. Family Violence Council is planning the event.) The S.F. Domestic Violence Consortium is supporting this event.

For the awards, there will be a President's award and four other awards. The moderator will be Jane Seller, who was the initiator for the Silent Witness Project. Chitra Banjaree Divakaruni, the author of Mistress of Spices will be the speaker. The program will be from 5:30 to 8 p.m. and invitations will be going out September 1, 1997.

Women Who Make A Difference Awards

Commissioner Phelps thanked all who attended the Women Who Make A Difference Awards. There was a great turn-out and the Commission increased its attendance by 70 people. The Green Room was lovely and the award winners were great. The Friends netted almost $24, 000 from the event. Ann Lehman and Emily Gasner, the Friends intern, did a great job.

NOTE: Commissioner Saunders arrived at 5:24 p.m.

8. PUBLIC COMMENT

None.

9. ANNOUNCEMENTS

Vice President Chang announced the California Women's Agenda (CAWA) On August 26, 1997 will be holding a press conference at the Presidio Tides Conference Room and will be doing a reportback on platform of action from the Beijing Conference.

Vice President Chang also reported that the Women's Foundation will be honoring the new President of the Commission, Caryl Ito on September 18, 1997 at the 1997 Ground Breakers-Dream Makers Awards Dinner at the Sheraton Palace Hotel, Grand Ballroom.

10. ADJOURNMENT

The meeting was adjourned at 5:25 p.m.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
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AGENDA

Roster:

President Caryl Ito
Vice President Patricia Chang
Commissioner Ximena Delgado
Commissioner Milton Marks
Commissioner Regina Phelps
Commissioner Sabrina Saunders
Commissioner Treskunoff Bailey

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2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES
   - August 21, 1997 Regular Meeting
4. PRESIDENT'S REPORT
5. STAFF REPORT
6. OLD BUSINESS
   - Commission meeting in November

   ACTION: To change the regularly scheduled meeting in November to November 20, 1997.
   - Commission meeting in December

   ACTION: To change the regularly scheduled meeting in December to December 18, 1997.

7. NEW BUSINESS

- Domestic Violence Court – Presentation by Judge Donna Little
- Retreat Date – November 8, 1997

ACTION: To approve retreat date of November 8, 1997.

- Certificate of Recognition for Virginia Leishman

ACTION: To aaprove presenting a Certificate of Recognition to Virginia Leishman upon her retirement from Laguna Honda Hospital where she has served as the Director of Nursing for the past 44 years.

- Statewide Meeting of Commissions

ACTION: To authorize staff to host a statewide meeting of commissions.

8. REPORTS

- Domestic Violence Awareness Month Event Update
- Adult Sexual Assault Task Force
- Task Force on the Sexual Assault of Girls and Young Women
- Convention on the Elimination of Discrimination of Women (CEDAW)

9. PUBLIC COMMENT

10. ANNOUNCEMENTS

11. ADJOURNMENT

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Sonia Melara, Executive Director

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5/97
& ended

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AMENDED AGENDA

Roster:

President Caryl Ito
Vice President Patricia Chang
Commissioner Ximena Delgado
Commissioner Milton Marks
Commissioner Regina Phelps
Commissioner Sabrina Saunders
Commissioner Treskunoff Bailey

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5. STAFF REPORT
6. OLD BUSINESS
   - Commission meeting in November

   ACTION: To change the regularly scheduled meeting in November to November 20, 1997.
   - Commission meeting in December

   ACTION: To change the regularly scheduled meeting in December to December 18, 1997.
7. NEW BUSINESS
   - Domestic Violence Court – Presentation by Judge Donna Little

- Retreat Date – November 8, 1997

ACTION: To approve retreat date of November 8, 1997.

- Certificate of Recognition for Virginia Leishman

ACTION: To aaprove presenting a Certificate of Recognition to Virginia Leishman upon her retirement from Laguna Honda Hospital where she has served as the Director of Nursing for the past 44 years.

- Statewide Meeting of Commissions

ACTION: To authorize staff to host a statewide meeting of commissions.

8. REPORTS

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- Adult Sexual Assault Task Force
- Task Force on the Sexual Assault of Girls and Young Women
- Convention on the Elimination of Discrimination of Women (CEDAW)

9. PUBLIC COMMENT

10. ANNOUNCEMENTS

11. EXECUTIVE SESSION

According to Government Code #54957, the Commission will hold an Executive Session (Closed Meeting).

- COSW Personnel Issues

12. ADJOURNMENT

Know Your Rights Under the Sunshine Ordinance

(Chapter 67 of the San Francisco Administrative Code)

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City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

25/97

Sonia Melara, Executive Director

MINUTES
September 25, 1997

The Regular Meeting of the Commission on the Status of Women (COSW) was held on September 25, 1997 at 25 Van Ness, Suite 70, San Francisco, CA.

1. CALL TO ORDER/ROLL CALL

Noting a quorum of the Commission was present, President Ito called the meeting to order at 4:35 p.m.

MEMBERS PRESENT	STAFF	ABSENT
President Ito	Sonia Melara	Commissioner T. Bailey
Vice President Chang	Rosario Navarrette	Commissioner Saunders
Commissioner Delgado	Renée Williams	
Commissioner Marks		
Commissioner Phelps		

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2. ADOPTION OF AGENDA

m/s/c (Chang/Phelps) to adopt the agenda.

3. ADOPTION OF MINUTES

m/s/c (Marks/Chang) to adopt the minutes of August 21, 1997 with a change on Page 2 – last paragraph in Staff Report should read: Vice President Ito complimented Commissioner Phelps, Emily Gasner and staff for their excellent work on the Women Who Make A Difference Awards event.

4. PRESIDENT'S REPORT

President Ito stated that a meeting is scheduled with Mayor Brown on October 6, 1997 at 10 a.m. to update him on COSW's upcoming plans and to ensure good communication with the Mayor's office. The Mayor will be presenting his State of the City Address on October 14, 1997.

Vice President Chang added that COSW is working with the Mayor's office to ensure that COSW is an active participant in the Women's Summit.

5. STAFF REPORT

Sonia Melara gave her staff report highlights as follows:

- November 8, 1997 has been set for a retreat date but it also is the date for the Great Sweep, the Mayor's City Clean-up campaign. Sonia Melara will serve as captain for the Mission District.
- COSW is participating in the Mayor's Office Youth Works program. One or two youths from this program will be working in our office (for a stipend) during the school year. Rosario Navarrette is serving as coordinator for this program.
- Ann Lehman is still working with the Out of Site, Out of Mind Task Force. The Task Force is discussing its future existence, especially in light of several members being a part of the City's Juvenile Justice Implementation Plan. Questions have been raised about developing a more comprehensive committee/task force for women and girls in the criminal justice system. This would include a discussion with the Come Into The Sun Coalition who continues to meet at the Health Department and deals with similar issues.
- Renée Williams gathered data on women in management positions and received responses from 30 city departments. This will provide important information for the Glass Ceiling hearing to be held this fall.
- Renée Williams also participated in a meeting with the S.F. Fire Department to begin to address equal access by women especially as it relates to the Consent Decree.
- The Task Force on the Sexual Assault of Girls and Young Women received a very limited amount of money from the Mayor's Office of Children, Youth and Families – approximately a third of what they requested.
- Rosario Navarrette and Sonia Melara met with Kate Monico Klein of the Department of Public Health to develop a collaborative working agreement between the two departments in lieu of a memorandum of understanding.
- Rosario Navarrette has been invited to a national meeting of Latinos in Domestic Violence in Washington D. C. on November 6-7 which is sponsored by the Department of Health and Human Services.
- September 25, 1997 was the deadline to respond for the Democratic Women's Forum that will be held on September 29. COSW is a co-sponsor.
- Sonia Melara is participating in the Department of Labor celebration of 30 years of women being included in the federal contracting affirmative action program. December 4th is the breakfast date.
- There is an effort of COSWs to create a statewide organization to strengthen local commissions and to establish a strong network. An Annual meeting is being planned for 1998 and COSW has been asked to host it.
- Sonia Melara introduced Jana Shustack, the Friends' staff person.

6. **OLD BUSINESS**

- **Commission Meeting in November**

m/s/c (Phelps/Chang) to change commission meeting date in November to November 20, 1997.

- **Commission Meeting in December**

m/s/c (Marks/Delgado) to change commission meeting in December to December 11, 1997.

7. **NEW BUSINESS**

- **Retreat Date**

After some discussion regarding the conflict of November 8th with the Mayor's Great Sweep, the commissioners proposed the 9th as the day for the retreat.

m/s/c (Marks/Phelps) to hold the retreat on November 9, 1997 from 10a.m. to 5p.m..

- **Certificate of Recognition for Virginia Leishman**

Renee Williams introduced Dolores Blanding from Human Resources at Laguna Honda Hospital who gave a background overview of Virginia Leishman who served for 44 years as Director of Nursing at Laguna Honda Hospital.

m/s/c (Phelps/Delgado) to approve presenting a Certificate of Recognition to Virginia Leishman upon her retirement from Laguna Honda Hospital after serving as Director of Nursing for the past 44 years.

- **Statewide Meeting of Commissions**

Sonia Melara reported that a task force of commissions are looking at strengthening commissions across the state. In light of Proposition 209, some commissions are being asked to dismantle or go under other commissions or departments. The plan is to hold a statewide meeting of COSWs at which time the Women Who Make A Difference event will also be held.

A local meeting of northern California Commissions will be held on Saturday, November 1 from 10-12:30 p.m. in San Francisco.

m/s/c (Delgado/Chang) to approve to host a statewide meeting of commissions.

8. REPORTS

- **Domestic Violence Awareness Month Event Update**

Rosario Navarrette explained the awards and how they are chosen. Discussion was held on process of selecting domestic violence awards or any other awards given by COSW. An awards selection policy that is approved by the commissioners needs to be created for all COSW awards. Commissioner Phelps suggested to put this issue on the retreat agenda.

A 48-Hour decision was requested for the Domestic Violence Honorary Awards. If anyone had questions, they were to call Commissioner Delgado.

- **Adult Sexual Assault Task Force**

Vice President Chang reported that the Adult Sexual Assault Task Force met and discussed a citywide response system or how rape victims are properly cared for by all different city departments. The next step is an evaluation process of the new response system.

Rosario Navarrette stated that the Los Angeles COSW has started a statewide anti-rape campaign that is very sophisticated but very controversial.

- **Task Force on the Sexual Assault of Girls & Young Women**

Rosario Navarrette reported that the task force had so many adults attending that the girls did not feel free to speak openly because they were afraid to contradict the adults. The format was changed by separating the adults and young women and the young women's response was remarkable. It is a pioneering step to learn what these young women have to contribute. One of their topics was date-rape and a future topic will be incest. The girls and young women range in age from 14-24 years old.

- **CEDAW – Convention to Eliminate Discrimination Against Women**

Vice-President Chang announced that the public hearing for CEDAW will be heard on October 30, 1997 from 4:30 – 6:30 p.m. and will be presided by Supervisor Kaufman. This is the first time CEDAW has been able to attract women from different commissions who will identify where the gaps in services are for women.

Sonia Melara and Vice President Chang attended a San Francisco Unified School District Board meeting to adopt a resoution for CEDAW. The Human Rights Commission has officially joined the effort as of September 11, 1997. The next training will be October 17, 1997 from 9-12 at the Women's Foundation.

- **Domestic Violence Court – Presentation by Judge Donna Little**

Judge Donna Little gave a presentation on the Domestic Violence Court which started in June, 1997. It was challenging but important to address domestic violence from the judiciary's perspectives. Because the victim and batterer know each other and the majority do have a continuing relationship, all misdemeanor domestic violence cases are in one court. The idea was to have a dedicated team of people including the District Attorney, Public Defender, Adult Probation officer, Victim Witness Assistance Program and family support advocates that are familiar with domestic violence issues. They look at these domestic violence cases, evaluate and address them in appropriate fashion.

This requires all parties to be prepared at time of hearing.

The process is as follows:

1) Offer given to District Attorney and they can plead now or later to go to trial. They try to get people into a counseling program as soon as possible.
2) Judge Tang makes them admit to the offense or won't take their plea.
3) They are then assigned to an Adult Probation Officer and are assigned to a program.
4) A progress report is made by the Probation Officer and given to Judge Tang. The progress report gives a lot of information on how defendant is doing. The incentive for the defendents is the benefit of staying with the family. Most defendents will enter into these programs because of the reduction of jail time. Three programs that provide offender treatment are Manalive, MOVE and The Center for Special Problems.

Some recent statistics that have come out of this court for misdemeanor cases are:

Out of 187 arraignments:
55% cases plead
36% plead at a subsequent appearance
3% discharged by district attorney
1 case went to trial (1 or 2 others were scheduled)

Women batterers and special language needs are areas that have limited facilities. Right now, the domestic violence programs are full; we need to certify new programs but don't want to lower standards to accommodate new programs.

Most domestic violence offenders will be in custody for 48 hours by law. The cost per person varies with agency. Part of the therapy requires the defendant to pay something for services. Only 6% of domestic violence cases are filed as misdemeanors. More cases now are being filed as misdemeanors because of the existence of the domestic violence court.

9. PUBLIC COMMENT

None.

10. ANNOUNCEMENTS

President Ito announced the Police Department's Toy Patrol Program. On October 31 on Halloween there will be a Recreation and Park's party for approximately 100 children and they are requesting people donate toys for the children.

The meeting went into Executive Session at 6:30 p.m.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, October 23, 1997 at 4:30 P.M.
25 Van Ness, Suite 70
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Caryl Ito
Vice President Patricia Chang
Commissioner Ximena Delgado
Commissioner Milton Marks
Commissioner Regina Phelps
Commissioner Sabrina Saunders
Commissioner Treskunoff Bailey

** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES
   - September 25, 1997 Regular Meeting
4. PRESIDENT'S REPORT
5. STAFF REPORT
6. OLD BUSINESS
   - Commission Policies & Procedures
7. NEW BUSINESS
8. REPORTS
   - Domestic Violence Awareness Month Event Report
   - Adult Sexual Assault Task Force
   - Task Force on the Sexual Assault of Girls and Young Women

- Convention on the Elimination of Discrimination of Women (CEDAW)

9. PUBLIC COMMENT

10. ANNOUNCEMENTS

11. ADJOURNMENT

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Sonia Melara, Executive Director

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MINUTES
October 23, 1997

1. CALL TO ORDER/ROLL CALL

President Ito called the meeting to order at 4:37 p.m. There was no quorum in the beginning of the meeting.

MEMBERS PRESENT	STAFF	ABSENT
President Ito	Sonia Melara	Commissioner T. Bailey
Commissioner Delgado	Rosario Navarrette	Commissioner Chang
Commissioner Marks	Melyssa Jo Kelly	Commissioner Saunders
Commissioner Phelps	Leatrice Miyashiro	

2. PRESIDENT'S REPORT

President Ito reported that staff did a great job on the Domestic Violence Awareness Month. President Ito was the moderator for the press briefing at KQED. Sonia Melara, Rosario Navarrette, Commissioner Saunders, Melyssa Jo Kelly and President Ito attended the Mayor's Press conference for the Domestic Violence Awareness Awards. Later that evening, the Awards ceremony was held at the Palace of Fine Arts. One of the highlights of the program was the participation of children in the Poster Art Contest. The winner will have her art work displayed as bus shelter posters throughout the city.

For October's Domestic Violence Awareness month activities, Rosario participated on a panel on Domestic Violence in the Workplace sponsored by the State Bar of California and Melyssa Jo Kelly participated in the District Attorney's Office/Community United Against Violence press conference and "March to End Domestic Violence in the Gay, Lesbian, Bisexual and Transgendered Community."

Meeting with the Mayor was held with Commissioner Delgado, Sonia Melara and President Ito. They gave him an update on current projects and the COSW's involvement in the Women's Summit. A request to assign one of our commissioners or the executive director to the Women's Summit executive committee has been submitted to the Mayor.

Vice President Chang and President Ito have completed the first step of the executive director's evaluation. The new evaluation process has an incentive of Pay by Performance.

The Mayor's State of the City Address was held. Women's issues were included in the written report .

President Ito was asked to help with the Police Department's Toy Program. They are looking for new toys and distribution will be in early December.

3. STAFF REPORT

Sonia Melara gave highlights of her monthly staff report as follows:

- The COSW Retreat will be held on Sunday, November 9, 1997, at the Golden Gate Club in the Presidio.
- A table has been reserved in COSW's name for 10 people for the Mayor's Breakfast on November 14, 1997.
- Ann Lehman is continuing to work with Supervisor Mabel Teng on the Glass Ceiling Hearing to be held in December, 1997.
- Melyssa Jo Kelly presented "The Prostitution Report and Recommendations" Draft for commissioners to review prior to the next COSW meeting.
- Ann Lehman is developing a grant proposal for the Department of Education, focused on curriculum development in the areas of sexual harassment and violence against women.
- The Department of Labor is planning a celebration of 30 years of women being included in the federal contracting Affirmative Action program, tentatively scheduled on December 4th.
- Preparations for the CEDAW Hearing on October 30, 1997 are underway, with 12 panelists scheduled and many city department heads planning to attend.
- Sonia Melara met with the Finance Committee for the Mayor's Women's Summit.

4. OLD BUSINESS

- ***Commission Policies and Procedures***

Since many commissioners were not present, the presentation on the commission policies and procedures will be rescheduled.

5. REPORTS

- ***Domestic Violence Awareness Month***

Rosario Navarrette thanked all the commissioners for attending the Domestic Violence Awareness Month Awards Ceremony. It was well received and attended by over 500 people. On October 28th, the Planning Committee will evaluate this event.

President Ito thanked Rosario Navarrette for her hard work on this event and noted that without her help it wouldn't have been possible. President Ito stated that since eight years ago when this commission reconstituted, it's nice to see things coming together in the domestic violence field as she saw at the event.

Rosario Navarrette stated that the leadership of commissioners had a lot to do with the progress of the commission's work on domestic violence. The support of commissioners is always needed and it is exciting to see all the changes and new energy in the field. She thanked Commissioner Delgado for coordinating the review panel for the awards.

- ***Adult Sexual Assault Task Force***

Rosario Navarrette reported that the last time the task force met, they reviewed videos, poster and audiotapes of the statewide sexual assault awareness campaign. Next month, commissioners will have a presentation of the campaign.

- ***Task Force on Sexual Assault on Girls and Young Women***

Rosario Navarrette stated that the task force meets regularly and is talking about holding a rally. They wanted to hold it on November 22, 1997. Ms. Navarrette is working with them to do the rally on a smaller scale and in conjunction with the For Girls Conference.

- ***CEDAW – Convention on the Elimination Discrimination Against Women***

Supervisor Kaufman will chair the hearing with 15 speakers scheduled to testify; including Supervisor Teng who will report on glass ceiling issues.

NOTE: Commissioner Phelps arrives at 5:21 p.m.

6. ADOPTION OF MINUTES

m/s/c (Phelps/Delgado) to adopt the minutes of September 25, 1997.

7. PUBLIC COMMENT

None.

8. ANNOUNCEMENTS

Sonia Melara stated that the Northern California Commissions meeting will be held on November 1, 1997. There was a conference call of task force members meeting that day. They are working on the 5-year plan. There will be a mini retreat of the task force on December 6, 1997 in Monterey.

9. ADJOURNMENT

The meeting was adjourned at 5:27 p.m.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Special Meeting
Thursday, October 30, 1997 from 4:30- 6:30 P.M.
Board of Supervisors Chambers
401 Van Ness Ave, 4th Floor
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER
2. NEW BUSINESS

   Hearing on CEDAW – Convention to Eliminate Discrimination Against Women
3. ADJOURNMENT

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COMMISSION ON THE STATUS OF WOMEN

October 30, 1997

There were no Minutes taken at this meeting.

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Commission on the Status of Women
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Sonia Melara, Executive Director

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Special Meeting
Saturday, November 1, 1997 from 10:00 a.m. to 12:30 p.m.
Board of Supervisors Conference Room
401 Van Ness Ave, Room 322
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

** *Public Comment will be heard after each agenda item.*

4. CALL TO ORDER

5. NEW BUSINESS

   Northern California Commissions Meeting

6. ADJOURNMENT

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COMMISSION ON THE STATUS OF WOMEN

November 1, 1997

There were no Minutes taken at this meeting.

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Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Special Meeting
Sunday, November 9, 1997 from 10:00 a.m. to 5:00 p.m.
Golden Gate Club - Presidio
San Francisco, California

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the facility. Additional free parking one block away. Accessible MUNI Line is the 43 Masonic line. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

** *Public Comment will be heard after each agenda item.*

7. CALL TO ORDER

8. NEW BUSINESS

   Commission on the Status of Women Planning Meeting

9. ADJOURNMENT

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COMMISSION ON THE STATUS OF WOMEN

November 9, 1997

There were no Minutes taken at this meeting.

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25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, November 20, 1997 at 4:30 P.M.
6th Floor – Commission on Aging Conference Room
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Caryl Ito
Vice President Patricia Chang
Commissioner Ximena Delgado
Commissioner Milton Marks
Commissioner Regina Phelps
Commissioner Sabrina Saunders
Commissioner Treskunoff Bailey

** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES
   - October 23, 1997 Regular Meeting
4. PRESIDENT'S REPORT
5. STAFF REPORT
   - General Overview of Activities
   - Updates on Violence Against Women activities
   - Updates on Employment/Economics activities
   - Update on the Mayor's Summit
   - "30 Year Celebration" event

6. OLD BUSINESS

7. NEW BUSINESS

- Women and Prostitution in San Francisco – A Report and Recommendations to the Mayor and Board of Supervisors.

ACTION: To approve report " Women and Prostitution in San Francisco"– A Report and Recommendations to the Mayor and Board of Supervisors.

- COSW Grantee Presentation – Domestic Violence Shelter Services
- Presentation of Sexual Assault Statewide Media Campaign

8. REPORTS

- Adult Sexual Assault Task Force
- Task Force on the Sexual Assault of Girls and Young Women
- Convention on the Elimination of Discrimination of Women (CEDAW)

9. PUBLIC COMMENT

10. ANNOUNCEMENTS

11. ADJOURNMENT

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Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, November 20, 1997 at 4:30 P.M.
6th Floor – Commission on Aging Conference Room
San Francisco, California 94102

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Revised A G E N D A
11/17/97

Roster:

President Caryl Ito
Vice President Patricia Chang
Commissioner Ximena Delgado
Commissioner Milton Marks
Commissioner Regina Phelps
Commissioner Sabrina Saunders
Commissioner Treskunoff Bailey

** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES
   - October 23, 1997 Regular Meeting
4. PRESIDENT'S REPORT
   - Activities during the month
   - Commission's Retreat
   - Northern California Commissions Meeting
5. STAFF REPORT
   - General Overview of Activities
   - Updates on Violence Against Women activities
   - Updates on Employment/Economics activities
   - Update on the Mayor's Summit

- "30 Year Celebration" event

6. OLD BUSINESS

7. NEW BUSINESS

- Change meeting time for December 11, 1997 regular meeting from 4:30 to 2-4pm.

ACTION: In order to attend Supervisor's Teng's Glass Ceiling Hearing, the COSW will change meeting time for December 11, 1997 regular meeting from 4:30 to 2-4 pm.

- Women and Prostitution in San Francisco – A Report and Recommendations to the Mayor and Board of Supervisors.

ACTION: To approve report " Women and Prostitution in San Francisco"– A Report and Recommendations to the Mayor and Board of Supervisors.

- COSW Grantee Presentation – Domestic Violence Shelter Services
- Presentation of Sexual Assault Statewide Media Campaign

8. REPORTS

- Report/Analysis on City Appointments
- Adult Sexual Assault Task Force
- Task Force on the Sexual Assault of Girls and Young Women
- Convention on the Elimination of Discrimination of Women (CEDAW)

9. PUBLIC COMMENT

10. ANNOUNCEMENTS

11. ADJOURNMENT

Know Your Rights Under the Sunshine Ordinance

(Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decision in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance, or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 554-4851.

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MINUTES
November 20, 1997

1. CALL TO ORDER/ROLL CALL

President Ito called the meeting to order at 4:35 p.m.

MEMBERS PRESENT	STAFF	EXCUSED
President Ito	Sonia Melara	Commissioner Phelps
Vice President Chang	Rosario Navarrette	
Commissioner Delgado	Melyssa Jo Kelly	
Commissioner Marks	Leatrice Miyashiro	
Commissioner Saunders		
Commissioner Treskunoff Bailey		

2. ADOPTION OF AGENDA

m/s/c (Treskunoff Bailey/Chang) to adopt the agenda with the following change: To start the agenda on New Business after the adoption of agenda and minutes.

3. ADOPTION OF MINUTES

m/s/c (Treskunoff Bailey/Chang) to adopt the minutes of October 23, 1997 with the following changes: On page 2, first sentence should read: President Ito was asked to help with the Police Department's Housing Task Force Operation Dream Program. On Page 1 under #1-Call to Order/Roll Call, Commissioner Treskunoff Bailey and Vice President Chang were both excused, not absent.

4. NEW BUSINESS

- ***Change meeting time for December 11, 1997 regular meeting from 4:30 to 2-4p.m.***

After changing the regular commission meeting to December 11, 1997, Supervisor Teng's office informed COSW that they had scheduled the public hearing on Glass Ceiling Issues Within City Government for the same day at 4:30 p.m. Therefore, President Ito suggested the meeting time for COSW's December meeting be changed from 2 – 4p.m. which will enable commissioners a chance to attend the hearing.

m/s/c (Marks/Chang) to change the time of the December 11, 1997 regular meeting from 4:30 to 2-4 p.m.

- ***Women and Prostitution in San Francisco – A Report and Recommendations to the Mayor and the Board of Supervisors***

President Ito noted that comments on the report from Carol Leigh, the COSW's representative in the Prostitution Task Force had been distributed to commissioners , and asked for public comment regarding the COSW report.

NOTE: Commissioner Delgado arrives at 4:50 p.m.

A variety of views were expressed by those present at the meeting. Some highlights include:

Margo St. James of COYOTE urged the COSW to support the decriminalization of prostitution.

Daisy Anarchy of the Exotic Dancers' Alliance, BAYSWAN, COYOTE and the Cyprian Guild urged the COSW to support the decriminalization of prostitution.

Sonia Melara stated that controversy over COSW's report could have been avoided if the commission had an opportunity to review the Prostitution Task Force Report before it was distributed in final form.

Maureen DeBoer of PROMISE spoke about the economic conditions of prostitution and the number of women negatively impacted by it.

Commissioner Treskunoff Bailey stated that she had chaired the Prostitution Public Hearing and that the summary of testimony should reflect all points of view, and the testimony provided. She emphasized that the COSW's task was not to interpret and editorialize the testimony, rather, to report on the public hearing.

Sonia Melara suggested that if the Commissioners desired, she would send the Prostitution Task Force Report to read.

m/s/c (Treskunoff Bailey/Chang) to delay the vote for the Women and Prostitution in San Francisco – A Report and Recommendations to the Mayor and Board of Supervisors and to allow time for further discussion at a future commission meeting.

- ***COSW Grantee Presentation – Domestic Violence Shelter Services***

Christy Chung of Asian Women's Shelter gave a status report of her agency in the past year and what activities are projected for next year. Some of the achievements and new developments include:

- 80% of clients are non-English speaking
- 67% of staff are multilingual
- Held a very successful conference on Asian battered women in collaboration with other agencies that brought together 400 people in the community.
- Queer response or same sex domestic violence issues were covered as part of the conference.
- Will launch a community needs assessment through some focus groups in the community.
- Will start a Speaker's Bureau through the multilingual access model.

NOTE: Commissioner Delgado leaves at 5:30 p.m.

Jennifer Grant representing the Riley Center of the St. Vincent de Paul Society spoke about their programs that included some of the following points:

- Operates a crisis line in collaboration with two other shelters and WOMAN, Inc.
- Rosalie House is a 20 bed shelter with a maximum of 8 weeks stay.
- Brennan House is the only transitional battered women shelter in S.F. with a capacity of 16 beds. They are beginning construction in December and will double capacity.
- Services are expanded; established a contract with Jewish Vocational Services for vocational systems and counseling.
- Through a United Way Grant, Rental Incentive Program has been started for when clients move out.
- Rosalie House moved to a new location this past summer and has expanded emergency shelter.
- Participating in the Multilingual Access Model Program created by Asian Women's Shelter.
- Started a support group for Spanish speaking battered women.
- Established a contract with S.F. Network for services to battered lesbian and bisexual women.

Linda Haven Wolhrabe, Interim Director of La Casa de las Madres gave an overview of programs.

- Major internal transition occurred after the last director left. Programs are operating well at this time.
- They have a bilingual crisis line.
- There is a drop-in program at the Downtown office, Monday through Friday.
- Centralized intake process has been created at the shelter.

- Hired new facility manager and new program manager.
- They have an MOU with Mary Elizabeth Inn, a women's residential hotel, that has offered four transitional shelter beds.
- They have acquired a Daycare program MOU to allow children to be away at daycare during the day.
- Lot of parenting skills offered in the evening – family advocate model.
- Building in recreational component with staff.

- ***Presentation of Sexual Assault Statewide Media Campaign***

Presentation rescheduled to December meeting.

5. PRESIDENT'S REPORT

President Ito reported that the Mayor's Great Sweep was a great success. Sonia Melara who was in charge of the Mission District got good reviews of the work done. Sonia Melara and President Ito supported the Women's Building event and also attended the Mayor's Breakfast. On November 1, 1997, the Northern California Commissions meeting was held and was very informative. Many commissioners are looking to the San Francisco Commission for support.

NOTE: President Ito and Commissioner Saunders leaves at 6:05 p.m.

6. STAFF REPORT

Sonia Melara stated the Women's Resource Directory is completed. Any suggestions or changes should be directed to office where the next edition is in progress.

Welfare to Work folders and the CalWorks packet is in each commissioner's packets. Commissioners were asked to read it.

7. REPORTS

- ***Report/Analysis on City Appointments***

Sonia Melara noted that the report in their packets by Ada Renee Williams entitled "Breakdown of San Francisco's Leadership – Commissions' and Dept. Heads is first step to the analysis of city appointments. Any suggestions should be addressed to the director. Commissioner Chang pointed out that the numbers did not add up.

- ***Adult Sexual Assault Task Force***

No report.

- ***Task Force on the Sexual Assault of Girls and Young Women***

No report.

- ***Convention on the Elimination of Discrimination of Women (CEDAW)***

Vice President Chang reported on the public hearing for CEDAW that was very successful. The Bay Guardian did a favorable article on the hearing. It was also taped on Channel 54. Sonia Melara did a great job of gathering panelists for the hearing. Commissioner Marks and Ito were in attendance. The report will be coming out soon. The Mayor wants to hold a meeting to discuss CEDAW.

8. PUBLIC COMMENT

None.

9. ANNOUNCEMENTS

Vice President Chang stated that President Ito had left some announcements to be read.

- Commissioners who want an item on the agenda, must call the executive director before the meeting so that she is given proper notice.
- There is an article in commissioner's packets involving a probate hearing against Japanese churches that should be read by commissioners.

- Sonia Melara stated that the For Girl's Coalition is looking for a place for their conference. Should be able to accommodate 300-500 young women in a non-gang territory, free of charge.

10. ADJOURNMENT

The meeting was adjourned at 6:14 p.m.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Regular Meeting
Thursday, December 11, 1997 at 2:00 P.M.
6th Floor – Commission on Aging Conference Room
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Caryl Ito
Vice President Patricia Chang
Commissioner Ximena Delgado
Commissioner Milton Marks
Commissioner Regina Phelps
Commissioner Sabrina Saunders
Commissioner Treskunoff Bailey

** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES
   - November 20, 1997 Regular Meeting
4. NEW BUSINESS
   - FY1998-2001 Violence Against Women Grant Program Request for Qualifications Funding Policy and Application Process

   ACTION: to adopt Funding Policy and Application Process for Violence Against Women Grant Program Request for Qualifications for Fiscal Years 1998-2001.
5. PUBLIC COMMENT
6. ANNOUNCEMENTS
7. ADJOURNMENT

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Commission on the Status of Women
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Sonia Melara, Executive Director

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MINUTES
December 11, 1997

1. CALL TO ORDER/ROLL CALL

Being that there was a quorum, President Ito called the meeting to order at 2:10 p.m.

MEMBERS PRESENT	STAFF	EXCUSED
President Ito	Sonia Melara	Commissioner T. Bailey
Commissioner Delgado	Melyssa Jo Kelly	Vice President Chang
Commissioner Phelps	Leatrice Miyashiro	Commissioner Marks
Commissioner Saunders		

2. ADOPTION OF AGENDA

m/s/c (Phelps/Delgado) to adopt the agenda.

3. ADOPTION OF MINUTES

m/s/c (Phelps/Delgado) to adopt the minutes with the following changes: On page 1, last paragraph, in the first sentence, the time of the public hearing is 4:00 p.m. not 4:30 p.m. On page 2, after paragraph six, add sentence: President Ito recommended that staff review the report again and give all commissioners a chance to read the whole report.

4. NEW BUSINESS

- ***FY 1998-2001 Violence Against Women Grant Program Request for Qualifications Funding Policy and Application Process***

After discussion, the action item was adopted.

m/s/c (Delgado/Saunders) to approve the FY 1998-2001 Violence Against Women Grant Program Request for Qualifications Funding Policy and Application Process with changes presented. (see attachment).

4. PUBLIC COMMENT

Del Friedman gave her views on women as a family victim, the homeless and a former battered woman, and requested to receive information on grants given by the COSW.

President Ito suggested to Del Friedman to call the COSW office for assistance.

5. ANNOUNCEMENTS

None.

6. ADJOURNMENT

The meeting was adjourned at 2:52 p.m.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

Violence Against Women Grant Program
Request for Qualifications for
Fiscal Years 1998 - 2001

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Funding Policy and Application Process

FUNDING PHILOSOPHY

The San Francisco Commission on the Status of Women is a city department whose purpose is to ensure women equal economic, social, political and educational opportunities and access. The Commission administers City and County of San Francisco funding for violence against women programs, which includes domestic violence and sexual assault services and violence against women prevention education programs. The Commission's Violence Against Women Grant Program funding policy is designed to have the flexibility to meet the City's responsibility to:

- initiate support for innovative services/programs which address unmet needs; and
- maintain support for effective services/programs which address essential needs.

To that end, the Commission requires a high performance standard from COSW-funded organizations, and encourages community organizations that have not received Commission funds to apply for funding. While longevity, track records, and other indicators of well-established organizations are significant, the Commission may accept other ways in which organizations with innovative programs can demonstrate expertise and experience, such as through advisory body membership, and successful related projects. The Commission believes that sustainability is an essential component of successful program design, and requires applicants to demonstrate their abilities and document their plans to diversify funding sources and sustain programs/services in the future.

Although the Commission's Violence Against Women Grant Program is guided by this Funding Policy and based upon the COSW's ***Strategic Action Plan***, final funding determinations are made by the Commission on the Status of Women.

FUNDING INFORMATION

In keeping with established City policies which provide for an annual budget approved by the Mayor and Board of Supervisors, no funds are committed to Requests for Qualifications at the time they are issued. Although each service/program area has been assigned a maximum amount that may be available, the release of a Request for Qualifications must not be construed as a

commitment that funds will be available. In addition, the Commission on the Status of Women requires applicants to sign a statement of understanding regarding availability of funds, and to submit proposed budgets that are written with flexibility to allow the Commission to grant partial funding as necessary.

COSW GRANT PROGRAM FOR FISCAL YEARS 1998 – 2001

Service/Program Areas	*Maximum Funds**
Domestic Violence Intervention/Advocacy	230,000
Domestic Violence Crisis Line Services	196,000
Domestic Violence Legal Assistance	294,000
Domestic Violence Shelter Services	490,000
Domestic Violence Transitional/Advocacy	550,000
Sexual Assault Intervention/Advocacy	150,000
Sexual Assault Crisis Line Services	65,000
Sexual Assault Counseling Services	140,000
Violence Against Women Prevention Education	325,000

* *It is the City and County of San Francisco's policy to make funds available on a yearly basis. Therefore, no funds are committed at this time. Although each service/program area has been assigned a maximum amount that may be available, this is neither a commitment, nor a guarantee, that funds will become available.*

FUNDING PRIORITIES

As outlined in ***A Strategic Plan for Twenty-First Century San Francisco: Action Plan and Funding Priorities for Fiscal Years 1998 - 2000***, the Commission has identified priority service/program areas and target groups. In all aspects of the Violence Against Women Grant Program, the Commission is guided by its commitment to inclusion and community-based solutions, and to its priorities:

Priority Service/Program Areas

- *violence prevention education* to prevent the abuse and assault of women and girls, and to prevent men and boys from engaging in violence against women, through public awareness campaigns, training programs, community outreach and education;

- *intervention/advocacy programs* to address domestic violence and sexual assault before crisis services are required, through a spectrum of services including multi-disciplinary screening and referrals;

- *crisis services for survivors* to assist women who have been raped or battered, through emergency shelters, victim advocacy and accompaniment, crisis lines, and legal services;

- *transitional/advocacy services* to help survivors of sexual assault and domestic violence achieve economic independence, recover from victimization, and move from trauma to healing.

Inclusive Services/Programs

To ensure high quality services/programs, the Commission identifies and addresses the specific needs of different populations, to meet the unique requirements of survivors of domestic violence and sexual assault, and to ensure that COSW-funded organizations provide comprehensive, community-based services/programs that are age-appropriate, multi-language, culturally competent and accessible to San Francisco's diverse communities. Community-based solutions require community leadership, and must be identified and developed in a collaborative effort led by the communities, themselves. The Commission strongly supports culturally-specific services, and also encourages providers to serve all women who need their help. While emphasizing the needs of priority populations as a whole, the Commission's primary concern is to ensure that the needs of low-income women and girls are addressed.

Priority Target Groups

- women of color,
- girls and young women (aged 12-21),
- lesbian, bisexual and transgendered women, and
- immigrant women and other women who cannot access English language services.

SELECTION PROCESS

Application Screening

Applications are screened by Commission staff to ensure that applications received are eligible for review, before being forwarded to the Expert Review Panel. Three basic requirements must be met for applications to merit further review. This preliminary staff screening is not a qualitative review. All applications that meet the following eligibility criteria are forwarded to the Panel for evaluation:

1. applications are received by deadline (late applications will not be accepted);
2. applications are complete (incomplete applications will not be reviewed);
3. applications address the RFQ criteria (applications that do not meet criteria are disqualified).

Application Evaluation

An evaluation tool is designed to ensure that all RFQ requirements, from administrative to programmatic, are met by applicants that receive passing scores, and that scoring is consistent with Commission priorities, strategic action plan, and funding policies. The evaluation tool is designed to enable Expert Review Panel members to rate each applicant's qualifications (which include program management experience and expertise in providing programs/services), proposed work plan, evaluation plan, and budget; identify the strengths and weaknesses of each proposal; and recommend full, partial, or no funding for each application.

Expert Review Panel

An Expert Review Panel is required to be free of any conflicts of interest: such as panelists having any material interest, fiduciary or management responsibilities, or substantial involvement with applicants, including being members of governing or advisory boards, paid staff, consultants (paid or unpaid), or donors. Potential panelists must also disclose any other circumstance that may involve, or be construed as a conflict of interest.

The Panel is established to review, discuss, score, and make recommendations regarding applications. The Panel selection is based on varied expertise, such as: health and human services, human rights, program management, project evaluation, contract monitoring, domestic violence and/or sexual assault direct services, violence prevention education, and community organizing; as well as diversity (age, ethnicity, sexual orientation, etc.). In addition, COSW Commissioners, and consumers of violence against women services may be represented.

Reviewers evaluate only the application materials submitted, and base their scoring strictly on the *intent and requirements of the RFQ* and the *contents of the application*. Applications are scored on organizational expertise, administrative requirements (such as demonstrated experience in program management by applying organizations and ability to sustain projects in the future without Commission support), program, budget, and evaluation plan. Panelists independently review and score applications prior to the Panel meeting, consider each application on its own merits, and assign a rating score which indicates whether or not the application met the RFQ criteria, and determines its relative rank. In addition, if feasible, panelists may conduct site visits to applicant organizations. At the Panel meeting, panelists review each application, reporting their scores, discussing variances in scoring, and scoring each proposal as a group. The Panel's recommendations are submitted to the Commission on the Status of Women's Funding Committee.

Funding Committee Analysis and Recommendations

The ultimate responsibility for determining which proposed programs are funded, and the amounts granted to individual organizations, rests with the Commission on the Status of Women. Members of the Commission and department staff constitute the Commission Funding Committee, which reviews Expert Review Panel recommendations, and analyzes recommended applications. The basis for the Committee's objective analysis includes:

1. how applications address the priorities of the Commission's ***Violence Against Women Strategic Action Plan***; and

2. how to allocate funds for maximum impact and best outcomes for the residents of San Francisco.

The Funding Committee develops recommendations designed to ensure that Commission funding supports a comprehensive citywide response to violence against women, within the limitations imposed by available City funds. The Committee submits its recommendations in a report which is forwarded to the full Commission for adoption.

ALLOCATION PROCESS

Commission Adoption of Recommendations

Commissioners reads the Funding Committee report and seek any needed clarification from staff prior to the Commission meeting. At the meeting, the Commission may hear testimony from applicants and comments from members of the public, make changes to the Funding Committee recommendations, and adopt recommendations with or without modifications.

Contract Negotiations

Staff contacts applicants as needed to request additional information, and begins negotiations regarding proposed programs, work plans, and budgets. Funding may be contingent upon the submission of required additional information, proposals, budget revisions, and/or work plan negotiations.

A CALL TO SAN FRANCISCO'S COMMUNITIES

To ensure that COSW-funded programs/services are culturally relevant and accessible, they must be designed with community input. In addition to ethnicity, language, and culture, we must also identify and address other differences, such as education, income, immigration status, and access to resources. The Commission is committed to increased inclusion, and to opening-up and expanding our connections with a wide range of community organizations. While we continue to work closely with violence against women service providers and the women's community, we will intensify our efforts to establish relationships with ethnic-identified, human rights, social justice, community organizing, faith-based, and neighborhood-oriented community groups – especially organizations that provide services/programs to priority populations.

Our goal is to bring together a broad-based and inclusive selection of varied groups to strengthen San Francisco's response to violence against women, and to give San Francisco's diverse community-based organizations, non-profit agencies, independent consultants, businesses and service providers increased access to Commission funding.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Public Hearing
GLASS CEILING ISSUES WITHIN CITY GOVERNMENT
Thursday, December 11, 1997 from 4:00 – 6:00 p.m.
Board of Supervisor's Meeting Room
401 Van Ness, 3rd Floor
San Francisco, CA 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

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Commissioner Ximena Delgado
Commissioner Milton Marks
Commissioner Regina Phelps
Commissioner Sabrina Saunders
Commissioner Treskunoff Bailey

** *Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL
2. NEW BUSINESS: Public Hearing on Glass Ceiling Issues Within City Government
3. PUBLIC COMMENT
4. ADJOURNMENT